

# ARMY IN EUROPE

**ARMY FAMILY ACTION  
PLAN (AFAP) ISSUE  
UPDATE BOOK  
OCTOBER 2009**



**CELEBRATING 25 YEARS  
"THE VOICE OF THE ARMY FAMILY"**

## AFAP Issue Update Book June 2009

<b>Issue #</b>	<b>Issue Title</b>	<b>Status</b>	<b>Subject Area</b>	<b>Date entered AFAP</b>
<b>EUR 04-01</b> DA-565	Calculation of Family Subsistence Supplement Allowance (FSSA)	Active combined	Force Support	May -04 Nov -04
<b>EUR 04-02</b>	Permanent Veterans Administration (VA) Counselors Outside the Continental United States	Closed	Force Support	May-04
<b>EUR 04-03</b>	Electronic Army University ( eArmyU) Not Available to all Soldiers	Closed	Force Support	May-04
<b>EUR 04-05</b>	Federal Sick Leave Donation Program	Closed	Employment	May-04
<b>EUR 04-06</b> DA-593	Relocation of Pets OCONUS	Unattainable	Force Support	May-04 Jun-06
<b>EUR 04-07</b> DA-572	Eyewear for Family Members	Active	Medical	May-04 Nov-04
<b>EUR 04-08</b> DA-577	Non-Chargeable Leave for Deployed Soldiers	Completed	Force Support	May-04 Nov-04
<b>EUR 04-09</b> DA-568	Dental Service for Retirees Overseas	Completed	Medical	May-04 Nov-04
<b>EUR 04-10</b>	PERSTEMPO Compensation Plan	Closed	Force Support	May-04
<b>EUR 04-11</b> DA-457	Modification of Weight Allowance Table	Active combined	Force Support	May-04 Nov-99
<b>EUR 04-12</b>	Sex Education in Department of Defense Dependent Schools	Closed	Family Support	May-04
<b>EUR 04-13</b>	USAREUR Certificate of License	Closed	Family Support	May-04
<b>EUR 04-14</b>	Department of Defense Schools (DoDDS) Tuition for Family Members of Non-Command Sponsor Retirees in OCONUS	Closed	Family Support	May-04
<b>EUR 04-15</b>	Transportation for All After School	Closed	Family	May-04

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	Activities		Support	
<b>EUR 05-01</b>	Academic Based Preschool Programs	Closed	Education	May-05
<b>EUR 05-02</b>	Staff Shortages at Child and Youth Services (CYS)	Closed	Childcare	May-05
<b>EUR 05-03</b>	Housing Extension for Surviving Families	Closed	Family Support	May-05
<b>EUR 05-04</b>	Subsistence Entitlements for Meal Cardholders	Closed	Force Support	May-05
<b>EUR 05-05</b>	Receipt of Full Survivors Benefits	Closed	Family Support	May 05
<b>EUR 05-06</b>	Status of Forces Agreement (SOFA) Mail Limitation for Retirees	Closed	Force Support	May 05
<b>EUR 05-07</b> DA-592	Post Secondary Visitation of OCONUS Students	Active	Education	May-05 Jan-06
<b>EUR 05-08</b>	Real Life Classes in DoDDS High Schools	Closed	Education	May-05
<b>EUR 05-09</b>	Funded Transportation for Full-Time Students, Children of OCONUS Soldiers	Closed	Education	May-05
<b>EUR 05-10</b>	Competitive High School Baseball in USAREUR	Closed	Education	May-05
<b>EUR 05-11</b>	Youth Fitness Center Usage	Closed	Childcare	May-05

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<b>EUR 05-12</b>	Exceptional Family Member Program (EFMP) Overseas Assignment Process	Closed	Medical	May-05
<b>EUR 05-13</b>	Orthotic Coverage for Family Members	Closed	Medical	May-05
<b>EUR 05-14</b>	Coverage for Hearing Aids and Related Services	Closed	Medical	May-05
<b>EUR 05-15</b>	AR-600-9 Section III, Computation of Body Fat is Unfair	Closed	Force Support	May-05
<b>EUR 05-16</b>	Mental Health Providers During Deployment	Closed	Medical	May -05
<b>EUR 05-17</b>	Proficiency Pay for Additional Skills	Closed	Force Support	May-05
<b>EUR 05-18</b>	Postal Service to Combat Areas	Closed	Force Support	May-05
<b>EUR 05-19</b>	First Time Military Mothers	Closed	Force Support	May-05
<b>EUR 06-01</b> DA-600	Family Care Plan(FCP) Travel and Transportation Allowances	Active	Force Support	Jun-06 Nov-06
<b>EUR 06-02</b> DA-605	Table of Distribution and Allowance (TDA) Position for Garrison Better Opportunities for Single Soldiers	Active	Force Support	Jun-06 Nov-06
<b>EUR 06-03</b> DA-596	Sexual Offenders Registry OCONUS	Active	Family Support	Jun-06 Nov-06
<b>EUR 06-04</b>	OCONUS TRICARE Dental Program (TDP) Lifetime and Annual Benefits	Closed	Medical	Jun-06
<b>EUR 06-05</b>	Transportation of Child and Youth Activities	Closed	Childcare	Jun-06
<b>EUR 06-06</b>	Family Member Financial Support During Marital Separation	Closed	Family Support	Jun-06
<b>EUR 06-07</b>	Social Security	Closed	Family Support	Jun-06
<b>EUR 06-08</b>	Family Member Movement Option for School bound Service Members	Closed	Family Support	Jun-06

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<b>EUR 06-09</b>	Joint MWR Service	Closed	Force Support	Jun-06
<b>EUR 06-10</b> DA-612	Army Career and Alumni Program Budget Cuts	Active	Force Support	Jun-06 Nov-06
<b>EUR 06-11</b>	Host Patient Liaison	Closed	Medical	Jun-06
<b>EUR 06-12</b> DA-543	Family Readiness Support Assistants	Completed combined	Family Support	Jun-06 Nov-03
<b>EUR 06-13</b>	Impact of Frequent Deployment	Closed	Force Support	Jun-06
<b>EUR 06-14</b>	Living Quarter Allowance (LQA) for All Local Hires GS-08 and Below	Closed	Force Support	Jun-06
<b>EUR 06-15</b>	Teacher Evaluation Process in DoDDS Europe	Closed	Education	Jun-06
<b>EUR 06-16</b>	Non-Chargeable Rest and Recuperation (R&R) Leave	Closed	Force Support	June-06
<b>EUR 07-01</b>	Medical Staffing During Deployment Cycle	Unattainable	Medical	Apr-07
<b>EUR 07-02</b>	Inconsistent State Income Tax	Closed	Force Support	Apr-07
<b>EUR 07-03</b>	Visual Security Barriers in Single Living Quarters	Closed	Force Support	Apr-07
<b>EUR 07-04</b>	Standard Housing Counseling for Soldiers	Closed	Force Support	Apr-07
<b>EUR 07-05</b>	Overseas Assignment Policy at Camp Darby	Closed	Force Support	Apr-07
<b>EUR 07-06</b>	Portion Size and Healthier Options in School Cafeteria	Completed	Education	Apr-07
<b>EUR 07-07</b>	OCONUS Classroom Based Defensive Drivers Course	Completed	Force Support	Apr-07
<b>EUR 07-08</b>	Veterans Administration Benefits Education	Completed	Force Support	Apr-07
<b>EUR 07-09</b>	Shipment of Privately Owned Vehicles	Closed	Force Support	Apr-07

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<b>EUR 07-10</b> DA-639	Army Wide Exceptional Family Members Program (EFMP) Identification Process	Active	Medical	Apr-07 Jan-09
<b>EUR 07-11</b>	Host Nation Dental Care	Closed	Medical	Apr-07
<b>EUR 07-12</b>	Military Spouse Preference (MSP) for Widowed Spouses	Active	Employment	Apr-07
<b>EUR 08-01</b>	Mandatory Newcomers Orientation for Spouses	Closed	Family Support	May-08
<b>EUR 08-02</b>	DoDDS Educational Preschool for all Beneficiaries	Unattainable	Education	May-08
<b>EUR 08-03</b>	Awareness of the AFTB Program	Closed	Family Support	May-08
<b>EUR 08-04</b>	Dislocation Allowance Entitlement (DLA) for Honorable Discharged Service Members	Unattainable	Force Support	May-08
<b>EUR 08-05</b>	Joint Voluntary Leave Transfer Program(VLTP) for Non-Appropriated Funds (NAF) and Appropriated Fund (AF)	Closed	Employment	May-08
<b>EUR 08-06</b>	Family Readiness Support Assistant (FRSA) Position	Completed	Family Support	May-08
<b>EUR 08-07</b>	Utility Entitlements for DOD Personnel In Off-Post Housing OCONUS	Unattainable	Force Support	May-08
<b>EUR 08-08</b>	Travel for Outside Continental United States (OCONUS) Children Blended of Families	Unattainable	Family Support	May-08
<b>EUR 08-09</b>	Obstacles to Specialty Care in Army Medical Treatment Facilities	Active	Healthcare	May-08
<b>EUR 08-10</b>	Exceptional Family Member Program (EFMP) Screening for Special Needs Children	Active	Healthcare	May-08
<b>EUR 08-11</b>	Wounded Warrior Spouse Preference (WWSP)	Closed	Employment	May-08
<b>EUR 08-12</b>	Appropriated Funds for Better Opportunities for Single Soldiers (BOSS) Programs	Closed	Force Support	May-08

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<b>EUR 08-13</b>	No Cost Meals for Breastfeeding Mothers of Hospitalized Children	Active	Family Support	May-08
SCH 32-09 <b>EUR 09-01</b>	Lack of Standardization within the Army Weight Control Program	Closed	Force Support	June-09
HEI 07-09 <b>EUR 09-02</b>	DoDDS School Student Lunch Period	Closed	Education	June-09
BMH 15-09 <b>EUR 09-03</b>	DoDDS Academic Policy for Interscholastic and Extra-Curricular Student Athletes	Closed	Education	June-09
LIV 89-09 <b>EUR 09-04</b>	Improvements for Communal Kitchens	Unattainable	Force Support	June-09
HOH 03-09 <b>EUR 09-05</b>	Same Day Hourly Childcare for Military Communities	Closed	Family Support	June-09
BEN 60-09 <b>EUR 09-06</b>	Centralized Army Lodging Web Based Reservation System for Customers	Completed	Family Support	June-09
LIV 85-09 <b>EUR 09-07</b>	After Hours Private Rental Housing Emergency Assistance for OCONUS DOD Personnel	Active	Force Support	June-09
BAM 16-09 <b>EUR 09-08</b>	OCONUS Warrant Officer Candidate School (WOC) and Officer Candidate School (OCS) TDY with Return	Active	Force Support	June-09
GRAF 72-09 <b>EUR 09-09</b>	School Based Summer Resources for OCONUS Students with Special Needs	Active	Healthcare	June-09
VIC 50-09 <b>EUR 09-10</b>	Child and Youth Services (CYS) Child Behavioral Specialist Authorizations	Active	Family Support	June-09
BMH 67-09 <b>EUR 09-11</b>	Army Continuing Education System Education Counselor Authorizations	Active	Force Support	June-09
VIC 45-09 VIC 42-09 <b>EUR 09-12</b>	Army Physical Fitness Test (APFT) Requirements for Retention and Reclassification of Current and Former Warrior Transition Unit Soldiers	Active	Force Support	June-09

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SCH 34-09 <b>EUR 09-13</b>	Military Spouse Preference (MSP) Discretionary Use	Active	Employment	June-09
VIC 41-09 <b>EUR 09-14</b>	Restricted Reporting of Sexual Assault for All DOD Identification Card Holders	Active	Healthcare	June-09

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### EUR 04-01/DA 565: Calculation of Family Subsistence Supplemental Allowance (FSSA) for Families of Soldiers Stationed Overseas

**a. Status. Combined**

**b. Entered. May 04/ DA AFAP Nov 04**

**c. Final Action. No (Updated: May 05)**

**d. Subject Area. Force Support**

**e. Scope.** Families stationed OCONUS generally do not qualify for FSSA because of the calculation methodology. The federally mandated requirement to include Overseas Housing Allowance (OHA) and utilities in the calculation of total income negatively impacts Soldiers living in Government housing OCONUS. The current calculation shows OHA/utilities as additional income without showing related expense. Potentially eligible Families suffer financial hardship due to loss of Family Subsistence Supplemental Allowance.

**f. Recommendation:** Eliminate the housing and utility allowances from FSSA calculations.

**g. Progress:** This issue was combined with Issue 564, Calculations of CONUS Family Subsistence Supplemental Allowance (FSSA) to create an issue that addressed FSSA calculation regardless of location.

**h. Lead Agency. DAPE-PRC**

**i. Support agency. None**

### EUR 04-02: Permanent Veterans Administration (VA) Counselors Outside the Continental United States.

**a. Status. Closed**

**b. Entered. May 04/ Forward to DA**

**c. Final Action. Apr 06**

**d. Subject Area. Force Support**

**e. Scope.** There are no permanent Veterans Administration Benefit Counselors OCONUS (excluding Hawaii, Alaska, Puerto Rico and the Philippines) to support the tens of thousands of veterans and Families. The VA furnishes representatives OCONUS on a temporary duty basis. With the current population composed of service members, eligible Family members, and retirees OCONUS there is a need for permanent counselors.

**f. Recommendation.** DA advocates that VA place a counselor in the existing Landstuhl VA

office and if necessary, an advocate (FSSA) to the law for the counselor.

**g. Progress.**

(1). Validation.

**a. VA response to request for a VA office:**

“Public law (USC, Title 38, and Section 315) specifically precludes VA from establishing overseas sites other than BDD sites. It had been amended to authorize us to establish a full office in the Republic of the Philippines, for a specific period of time (until 2009)”.

**b. Lead Agency Staff Position: DOD**

currently provide transition funding for VA counselors to periodically travel to Europe to conduct briefings and counseling sessions only for transitioning Soldiers. This AFAP issue addresses the other population needing VA services.

**c. DA Staff Agency Position: DA G1**

Retirement Services Office, as the former SME, referred the issue to the GA AFAP office as the new SME. G1 is working an action for the VCSA to invite to the May AFAP GOSC as there are other VA issues being raised.

**h. Lead Agency. AEUPE-PSSD**

**i. Support Agency. None**

### EUR 04-03: Electronic Army University (eArmyU) Not Available to all Soldiers

**a. Status. Closed**

**b. Entered. May-04**

**c. Final action. SCM Apr 05**

**d. Subject area. Force Support**

**e. Scope.** EArmyU is not available to all Soldiers. The number of Soldiers eligible to enroll excludes those not stationed at an eArmyU hub. While other educational programs exist, this program has been designed to target needs of Soldiers by being flexible and covering the associated educational costs. EArmyU is particularly beneficial but unavailable to most Soldiers.

**f. Recommendations:** (1) Provide eArmyU enrollment to all Soldiers from any location through Army Knowledge Online.

(2). Expand the current tuition assistance program-to include the expense of books-for those Soldiers unable to enroll in eArmyU.

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**g. Progress:** On 1 October 2004, eArmyU was expanded worldwide. Now Soldiers located throughout the world can enroll and take advantage of this program. The program includes Tuition Assistance and the expense of books.

**h. Lead Agency:** SFIM-EU-HR-A

**i. Support Agency:** AHRC-PDE

### EUR 04-05: Federal Sick Leave Donation Program

**a. Status.** Closed

**b. Entered.** May-04

**c. Final action.** SCM Apr 05

**d. Subject area.** Employment

**e. Scope.** The current sick leave donation program is restricted to transfer of annual leave. Restricting the type of leave donations to annual leave reduces the number of hours that can be donated to a designated leave recipient. The donation of sick leave hours to approved designees will protect leave recipients from financial hardship.

**f. Recommendation.** Amend U.S. Code Title 5, Chapter 63, Subchapter III, Section 6332 to allow donation of accrued sick leave in addition to annual leave.

**g. Progress.** The Department of Army delegates' decided not to consider the donation of sick leave as part of the Voluntary Leave Transfer Program (VLTP) because it goes against the cost neutrality intent of the program. Congress considered the use of sick leave when the VLTP was implemented in 1987. Congress did not support the initiative because the issue did not meet the Congressional intent of this being a "cost neutral" program.

**h. Estimated cost.** Based on an approximate average salary of \$56,000 each 40 hours of donated sick leave would result in a cost to federal government of \$1,075. Spread across federal civil service, this would be an enormous cost to the government if the law is changed.

**i. Lead Agency.** USAREUR-G1

### EUR 04-06/DA 593: Relocation of Pets from OCONUS

**a. Status.** Unattainable

**b. Entered.** DA AFAP; Jan 06

**c. Final action.** AFAP XXIII; Jun 07

**(Updated: 9 May 07)**

**d. Subject area.** Force Support

**e. Scope.** The cost of transporting a pet from OCONUS is often a factor in the decision to ship the pet during a Permanent Change of Station (PCS). As a result of Base Realignment and Closure (BRAC) and the restationing of Soldiers and families from OCONUS, there are a significant number of Soldiers and families with pets returning from OCONUS. Pets are often a vital part of military Families and being put in the position of having to make the decision to keep a pet because of a PCS impacts quality of life. Abandoning pets in an OCONUS location reflects poorly on the American military.

**f. Recommendation.** Authorize a one-time reimbursement to ship one pet from OCONUS as a result of BRAC or restationing of Soldiers.

**g. Progress.**(1) Authority. The Comptroller General of the United States opined that there is no authority to ship animal pets under the authority/statute for transportation of household goods. The OTJAG opined that there is no authority in statute to classify pets on PCS orders.

(2) Support for reimbursement. Discussions with Service representatives to the Per Diem Travel and Transportation Allowance Committee (PDTATAC) on pet shipment reimbursement garnered no support. A Unified Legislative Budget (ULB) proposal for a change in law to permit pet shipment reimbursement was not supported.

(3) Exception. The PDTATAC, military advisory panel (MAP) members and OSD do not support a onetime pet shipment reimbursement from OCONUS as a result of BRAC or restationing.

(4) Dislocation Allowance (DLA). Payment of DLA is intended to help reimburse a Soldier, with or without dependents, for expenses incurred in relocating the member's household (to include pets) on a PCS or

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housing move ordered for the Government's convenience.

(5) Resolution. The Jun 07 GOSC declared this issue unattainable because the lack of support for this initiative. DLA provides reimbursement for relocation expenses.

**h. Estimated cost.** Approximately \$100-\$200 per pet for (average breed) traveling as checked baggage with the Soldier to/from Europe. Large breeds or shipment via cargo aircraft unescorted would be higher.

**i. Lead agency.** DAPE-PRC

**l. Support agency.** G-4, OCLL, OTJAG, ASA (M&RA)

### EUR 04-07/DA 572: Family Member Eyeglass Coverage

**a. Status.** Active

**b. Entered.** DA AFAP; Nov 04

**c. Final action.** No (Updated: 16 Apr 08)

**d. Subject area.** Medical

**e. Scope.** There is currently no eyeglass coverage under TRICARE for Family members of active duty service members and military retirees. The Frame of Choice Program is not available to Family members. One pair of eyeglasses costs approximately \$100-\$400. There are Families with several members who require eyeglasses, thus multiplying the expense. Eyeglasses are a necessity and this expense adversely impacts the Family budget.

**f. AFAP recommendations.**

(1) Fund a portion of the cost of eyeglasses under TRICARE.

(2) Outsource eyeglass fabrication through contracted vendors at a reduced price.

(3) Provide Frame of Choice Program at cost from the Military Lab.

**g. Required action.** (1) Develop/forward to the TRICARE Management Activity (TMA) a legislative proposal to cover a TRICARE eye glass benefit for Family members of Active Duty Ser-vice Members/military retirees.

(2) Continue to study, with TMA, costs associated with funding of eyeglasses through outsourcing.

(3) Determine capabilities of the Optical Fabrication Enterprise (OFE).

(4) Monitor status of approvals on 2<sup>nd</sup> legislative proposal request for Family member eyeglass benefit.

(5) Explore with Army and Air Force Exchange Ser-vices (AAFES) development of Online plan for access to low-cost eye glasses, to especially impact remote areas.

**h. Progress. (1)** Funding eyeglasses under TRICARE. (a) TRICARE does not cover eyeglasses for Family members of AD Soldiers and retirees. Historically, a similar AFAP Issue, #472, "TRICARE Vision Plan", reviewed in Spring 01 was closed by the AFAP General Officer Steering Committee as unattainable. Under the TRICARE Prime option, AD and retiree Family members are authorized a periodic comprehensive vision examination (AD Family members annually, retiree Family members every two years). Enrollees may self-refer for this benefit.

(b) In May 05, OTSG forwarded to TMA a request for proposed legislation for a TRICARE Family member eye-glass benefit. This legislation would be required before Recommendations 2 or 3 could be implemented under TRICARE. TMA returned the action on 07 Jul 05 without support due to an estimated annual cost of \$201M. A vi-able funding offset would be required to support this benefit expansion.

(c) In the summer of 2005, OTSG also submitted, through Army to the Office of the Secretary of Defense (OSD), a Unified Legislative Budget proposal, which was rejected. Thus, there is no legislative proposal being supported by DOD, and there is no action in the Senate/House to add an eyeglass benefit. DOD continues to consider an increase in user fees for TRICARE beneficiaries citing explosive growth in healthcare costs, a move which continues to meet stiff resistance.

Congress has also required a comprehensive review of the TRICARE benefit. With an estimated 11 billion dollar shortfall in funding for TRICARE, no additional benefits are anticipated without an increase in user premiums or a funding offset. In the absence of these two options, this Recommendation

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remains unattainable. Also, any expanded TRICARE benefit to pay for eyeglasses from AAFES would require a legislative action and additional funding support.

**(2)** Retirees are eligible to receive free standard military brown eyeglasses annually which are provided directly to retirees from DOD optical fabrication laboratories. Retirees may elect to provide an eyeglass prescription from a private practitioner in order to take advantage of this benefit. Another available option for some retirees exists through the Department of Veterans Administration (DVA).

Retirees that are assessed as having a 10% disability may seek eye examinations through the DVA and gain a pair of civilian-style glasses at no cost. Or, these retirees may present a valid eyeglass prescription at a DVA optometry office, and choose from their frame selection to obtain a pair of glasses at no cost.

**(3) Outsourcing Optical Fabrication.**

**(a) AAFES.**

**(1)** AAFES already contracts optical services through eight private companies and has the capacity to take on additional work.

**(a)** AAFES has military oversight, and its world-wide optical shops are monitored by three full-time, field grade military optometrists, a senior military ophthalmic technician, and a military healthcare credentials administrator. Thus, AAFES currently outsources within a framework that includes military management.

**(b)** AAFES has 102 optical shops within United States, another 18 shops in Europe and 12 in the Far East. AAFES optical shops are well-established on every viable military post, base, and camp. These shops are well distributed across the nation, leaving them easily accessible to virtually all service members, excepting active duty military members serving within the civilian sector in the most remote locations. To serve these remotely located service members, AAFES is currently working to include an on-line optical service.

**(c)** Frugal shoppers may be able to take advantage of AAFES promotional events that

can lower the cost of a single vision pair of glasses to about \$30. Informational promotions are typically available each month within the Exchange advertising circular, the Mainstreet Shopper. Promotions are seasonal and typically feature high quality, yet affordable eyewear for all beneficiaries, with AAFES coupon events running about every other month. In addition, each contractor also sponsors locally-focused promotional opportunities.

**(d)** Savings may be particularly remarkable for children. By contract, AAFES Optical Shops provide safety lenses at no additional charge to all children under age 18. Also, at the beginning of each school year, promotions usually feature low cost glasses for children, and a pair of complete prescription eyewear may be purchased for as low as \$30.

**(e)** AAFES requires compliance with American National Standards Institute (ANSI) Standards by all Exchange Optical locations world-wide. Elsewhere, ANSI Standards are generally considered guidelines without enforceability, fines, or regulatory authority.

**(3)** All things considered, AAFES provides the best source for eyewear for Family members due to reasonable costs, enforced shoppers who use these independent on-line optical shops assume some additional risk, yet these independent on-line shops do provide yet another opportunity to procure inexpensive eyewear from any location where U.S. military Families are stationed.

**(b)** Other large companies, to include many names such as Sears, LensCrafters, Pearle Vision and Target, offer corporate vision plans with discounts averaging 40% off their retail eyeglass prices. A similar plan could be developed for the military Family, but some local re-search found that the savings are not substantial. Most also offer "military discounts" in the same discount range, which according to local vendors can be easily beaten by other discount offers and promotions.

**(c)** Considering the many advantages offered by AAFES worldwide operations, it would not be prudent to pursue an independent system for outsourcing prescriptive eyewear for

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military beneficiaries. Without considering the complexity of organizing a shadow optical service within our military clinics, outsourcing optical fabrication was extensively studied by the DoD Optical Fabrication Enterprise with an independent DoD contractor, Grant-Thornton, in 2003-2004. It was determined that additional outsourcing of optical fabrication is not cost effective.

### **(4) Frame of Choice.**

(a) The current mission of the DOD Optical Fabrication Enterprise is to provide glasses for Service Members to ensure they are vision ready to deploy at all times. Army and Navy optical fabrication laboratories deploy with Service Members in all major contingencies. The DOD Optical Fabrication Enterprise does not have the necessary resources or capacity to provide a frame-of-choice at cost for Active Duty Family members and retiree Family members. The sole exception to providing AD Family members with optical items through military laboratories is cited per Tri-Service Instruction/ NAVMEDCOM INSTR 6810.1, whereby eyewear is offered on a very limited basis to Family members stationed with a Service Member assigned to one of four very remote locations: Guantanamo Bay (Cuba), Keflavik, (Iceland), Adak and Sitka (Alaska). These locations have been designated as remote for the purposes of providing spectacle services to military dependents of the U.S. Uniformed services. The orders are filled on a reimbursable basis, with only 68 pairs ordered under this program in FY05.

(b) Army and Navy optical fabrication laboratories

(a) The Assistant Secretary of Defense (Health Affairs) deploy with Service Members in all major contingencies. As of Jul 06, the OFE has experienced significant short-falls in military optician manning at Army and Navy Fabrication Labs. Current efforts are focused on meeting our operational and readiness missions to Service Members of all Services. Assuming additional workload to cover Family members is not tenable due to capacity limitations and the excessive costs

involved with the use of military laboratories for fabricating Family member eyeglasses. **(5) Cost avoidance** from the reduced need for eyewear as a result of more Soldiers having laser eye surgery is minimal. Refractive surgery will reduce the number of required spectacles, but not in the numbers required to fund or even offset the cost of a TRICARE eyeglass benefit. Assuming all Soldiers who had undergone refractive surgery remain on Active Duty (AD), this would total only 29,000 Soldiers. By not fabricating two pairs of glasses and one protective mask insert at a cost of \$34 on average would net savings of only \$3 million. This savings would have minimal impact to the proposed eye-glass benefit.

### **(6) GOSC review.**

(a) May 05. GOSC was briefed on various strategies being explored to resolve this issue.

(b) Nov 06. GOSC requested issue remain active to increase AAFES publicity of low-cost glasses and to explore options for Families that do not live near an AAFES facility.

**i. Estimated cost.** TMA estimates that the total annual government cost of providing eyeglass coverage to non-Active Duty TRICARE eligible would be about \$201 million annually.

**j. Lead agency.** DASG-HS-O

**k. Support agency.** TRICARE Management Agency, Optical Fabrication Enterprise, AAFES

## **EUR 04-08/DA 577 Non-Chargeable Leave for Deployed Soldiers**

**a. Status.** Completed

**b. Entered.** May 04

c. Forwarded to DA AFAP Nov 04

d. Final action Dec 07 (Updated: Aug07)

**e. Subject area.** Force Support

**f. Scope.** Commanders do not have the option to authorize non-chargeable leave as a reward to deployed Soldiers. Commanders are able to grant a pass, accrued, advanced or excess leave. Deployed Soldiers are not provided sufficient non-chargeable leave due to increased mission requirements. Increased

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Command prerogative to authorize non-chargeable leave further enhances the ability of the commander to manage his/her leave program.

**g. AFAP recommendation.** Authorize the Commander to award 7-15 days of non-chargeable leave to Soldiers deployed for a minimum of 6 consecutive months to be used during Rest and Relaxation or within 120 days post deployment.

**g. Progress.**

(1) Validation. This proposal requires a change in the way that we define leave. The Army leave program is designed to allow soldiers to use their authorized leave to the maximum extent possible. Experience has shown the vacations and short periods of rest from duty provide benefits to morale and motivation that are essential to maintaining maximum Soldier effectiveness. The leave program is also designed to encourage the use of leave as it accrues, rather than to accumulate a large leave balance.

(2) Authorization. Soldiers on active duty earn 30 days of leave a year with pay and allowances at the rate of 2 ½ days per month. Leave is only lost after the Soldier has accumulated over the maximum 60 days of accrued leave at the end of a particular fiscal year and did not use all of the current year's 30 days of accrued leave. Additionally, current Army policy authorizes Special Leave Accrual (SLA) to deployed Soldiers, which allows them to retain annual leave days in excess of 60 days that normally would be lost at the end of a fiscal year.

(3) Change to DoDI.

(a) G-1 submitted a request (Apr 05) to OSD to change the DoDI 1327.6, Leave and Liberty Procedures, to make the R&R leave period non-chargeable to the Soldiers leave account or to provide a period of non chargeable post deployment leave to those Soldiers unable to utilize the R&R program during their deployment.

The Principle Deputy OSD P&R) denied the request on 27 Jun 05.

(b) The Army, DCS, G-1 submitted a new request (Jan 07) to OSD to change the

Department of Defense Instruction (DoDI) 1327.6, Leave and Liberty Procedures

### EUR 04-09/DA 568: Dental Services for Retirees Overseas

**a. Status. Complete**

**b. Entered. May 04**

**c. DAAFAP Nov 04**

**d. Final action. AFAP XXIV; Jun 08**

**e. Subject area Medical**

**f. Scope.** Retirees are unable to receive routine dental services at overseas military installations. Federally sponsored dental insurance is not available outside of U.S. and its territories and possessions. Retirees and Families, therefore, must absorb 100% of the dental cost.

**g. AFAP recommendation.** Expand TRICARE Retiree Dental Plan (TRDP) to overseas locations.

**h. Progress.**

(1) Validation. Retiree dental care overseas is currently not available OCONUS.

(2) Issue History. This was an OCONUS direct submit issue to the 04 GOSC. OCONUS MACOMs stated that this is an equity issue for retirees overseas, with estimates of about 870 retirees in Korea and 15,000 retirees in USAREUR.

(3) Current OCONUS Retiree Dental Plan. Dental insurance is offered through Delta Dental for CONUS retirees, with beneficiaries paying 100% of premiums. No equivalent dental insurance exists for retirees overseas. (ASD (HA))/TMA administers the TRDP. Per United States Code, Title 10, Chapter 55, Section 1076c, TRDP premiums are paid by enrolled beneficiaries, without a government subsidy. Coverage is limited to CONUS, Puerto Rico, Guam, the US Virgin Islands, American Samoa, Canada and the Northern Mariana Islands. If the TRDP were extended OCONUS, premium costs would probably increase for all TRDP enrollees.

(b) Retirees/Families are authorized (not entitled) to dental care subject to the availability of space/facilities. The ASD (HA) policy #97-045 defines space-available (Space-A) care. Retirees have access to Space-

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A dental care when the AD dental readiness rate is at/over 95%.

(c) DENCOM has a mechanism in place to provide Space-A care in military medical facilities to OCONUS Family members, retirees, and civilians based on a priority of care system.

(1) In many places this includes maintenance of a list of patients who can report to a dental clinic on very short notice and allows non-AD patients to be on standby in the clinic to receive care if open treatment times occur.

(2) Local initiatives may be carried out by dental clinics depending upon the location. For example, in Korea, due to a lack of resources, only emergency dental care is available for retirees/Family members. The local Dental Command has taken the initiative to have health fairs over the past few years, at which oral hygiene information is distributed and oral cancer screenings are provided for retirees. In addition, the local Dental Command in Korea provides a hygiene course twice a year, at which Soldiers are trained. Recently, under this program, retirees were both permitted to have their teeth cleaned and given a dental screening exam.

(4) The TRDP contract was re-awarded to Delta Dental on 21 Sep 07 for an additional 5 years. The new contract will be effective 1 Oct 08.

(5) Though the TRDP is not subsidized, the government continues to work to improve the benefit for retirees. The new TRDP is enhanced by covering: dental implants, posterior resin restorations (white fillings), and increasing the life-time orthodontic benefit from \$1200 to \$1500.

(6) At the Jun 08 GOSC, the U.S. Army Europe (USAREUR) representative said this is good news story, but said that finding providers continues to be a challenge. The Surgeon General noted that the standard for host nation dentists and physicians is payment upfront and that presents a challenge.

(7) Resolution. The TRDP contract was re-awarded to Delta Dental on 21 September 2007 for an additional five years. Under the terms of the new contract, retirees living outside the Continental United States will be

eligible for TRDP. The new contract will be effective on 1 Oct 08.

**i. Estimated cost.** Benefit is part of new TRDP.

**j. Lead agency.** DASG-DC

**k. Support agency.** TMA

### EUR 04-10: PERSTEMPO Compensation Plan

**a. Status.** Closed

**b. Entered.** AFAP May 04

**c. Forwarded to DA AFAP** Nov 04

**d. Final action.** April 05

**e. Subject area.** Force Support

**f. Scope.** Soldiers spend more time deployed and are not receiving compensation. The PERSTEMPO Compensation Plan authorized a "high deployment allowance" that has not been implemented by DOD. Soldiers and their families deserve action on the commitment to compensation for extended absences.

**g. Recommendation.** Implement the PERSTEMPO Compensation Plan immediately.

**h. Progress.**

(1) Background. In June 2000, DA message #021643Z implemented a PERSTEMPO policy that stated Soldiers were eligible to receive High-Deployment PER DIEM. Indefinitely". The FY04 NDAA changed the amount of payment from a \$100 a day to a still to be determined amount not to exceed \$1000 a month. This change was implemented in Nov 03 and we are still awaiting Office of the Secretary of Defense (OSD) guidance on the exact dollar figure and whether this will be executed or not.

(2) Lift the waiver and implement plan. The Secretary of Defense and Congress must find funding to implement the compensation plan. However, the law is not retroactive; meaning only those PERSTEMPO days accrued after Office of the Secretary of Defense (OSD) lifts the waiver of payment will count toward High Deployment Allowance payments.

**i. Estimated cost.** The current DA budget does not cover the cost of implementing the compensation plan. There are other pay

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incentives being formulated to provide compensation.

**j. Lead Agency.** USARUER G1

**k. Support Agency.** DA G1 PERSTEMPO

### EUR 04-11/DA 457 Modification of Weight Allowance Table

**a. Status.** Active

**b. Entered.** AFAPXVI; Nov 99

**c. Final action.** No (Updated: 10 Apr 08)

**d. Subject area.** Force Support

**e. Scope.** The current Joint Federal Travel Regulation (JFTR) Permanent Change of Station (PCS) weight allowance table does not support the changing Army demographics. More service members are entering with established Families, Families are larger, and Retention Control Points have been extended, creating increased career longevity. Using the current PCS weight allowance table, service members frequently pay excess costs, unload valuable property prior to moving, do not ship essential belongings, and must replace or store items.

**f. AFAP recommendation.** Amend enlisted portion of the PCS weight allowance table in the JFTR to more closely match the officers' portion, making:

(1) Weight allowance of an E1-E4 equal to the weight allowance of a 01

(2) Weight allowance of an E5 equal to 02

(3) Weight allowance of an E6 equal to 03

(4) Weight allowance of an E7 equal to 04

(5) Weight allowance of an E8 equal to 05

(6) Weight allowance of an E9 equal to 06-010

**g. Required action.**

(1) Increase the administrative weight allowances

(2) Increase the authorized weight allowance for enlisted members.

(3) Monitor legislative proposal to increase allowance 8%.

(4) Include as a Chief of Staff, Army (CSA) Initiative.

(5) Request support from the other Senior Enlisted Advisors (SEAs) through the Sergeant Major of the Army (SMA).

**h. Progress.**

(1) Administrative weight allowance (OCONUS moves) – E-1 through E-5. The JFTR revision to increase the administrative weight allowance for grades E-1 through E-5 from 2,000 pounds to 2,500 pounds was effective 1 Oct 02.

(2) Legislative initiatives.

(a) The other Services non-concurred with changing the enlisted PCS weight allowance to mimic officer rates. However, Navy indicated they consider an increase for E1-E5s, and the Coast Guard supported some adjustment for enlisted personnel. A modification of the JFTR PCS weight allowances requires concurrence by all of the Services for a legislative change.

(b) The FY02 NDAA increased E1-E4 weight allowances, effective 1 Jan 03, to 8,000 lbs for E1-E4s with dependents and 5,000 lbs without dependents.

(c) The FY06 ULB was rejected because the proposal of a straight 8% increase across all pay grades weight allowance increase was not justified. No supporting data provided.

(d) Service data indicate that only one percent of service members exceed the PCS weight allowance. In order to re-submit the proposal, supporting data is required. The Services do not have data to support the weight allowance increase because there are no statistics to document the household goods that are sold or given away to maintain weight allowance.

(e) Three of the Service's four top enlisted leaders, to include the SMA, briefed the House Appropriations Committee's Military QOL Subcommittee on 16 Feb 05. Their concerns, in order of importance, were inadequate child care spaces, inadequate housing, inadequate PCS weight allowances, and privately-owned vehicle shipments (inconvenience while awaiting delivery).

(f) The FY06 NDAA authorized increased PCS weight allowances for senior noncommissioned officers, grades E7 through E9, effective for orders issued on or after 1 Jan 06. The SMA and equivalent in each Service is authorized a weight allowance of 17,000 pounds with dependents and 14,000 pounds without dependents for the

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remainder of his/her military career. Officers and enlisted members in grades E5 through E6 did not receive a weight allowance increase.

(3) JFTR Revision.

(a) The Secretary may authorize a higher weight allowance (NTE 18,000 pounds) of a member below pay grade 0-6, but only on a case-by-case basis. The Secretary's decision to increase the member's weight allowance must be due to an extraordinary circumstance of if the Secretary determines that failure to increase the member's TDY weight allowance would create a significant hardship to the member.

(b) At the Jan 06 AFAP GOSC, the VCSA asked G-4 to develop a business case analysis using long term effect of force stabilization. A request to develop the business case analysis was sent to the Office of the Deputy Chief of Staff, G-4, Center for Logistics Innovation. The Assistant Secretary of the Army, Financial Management, Research Analysis and Business Practices, agreed to re-view the VCSA's request for a business case analysis.

(c) The Logistics Innovation Agency (LIA) explored several approaches and investigated them for feasibility and data availability. On 28 Jun 06, LIA concluded that a quantitative analysis on the adequacy of HHG weight allowances was deemed infeasible due to the lack of data.

(d) The Nov 06 AFAP GOSC noted that Soldiers will spend longer periods on installations, and they will not want to sell or dispose of accumulated possessions. G-4 offered to talk to the senior enlisted advisors of the other Services to lay out a way ahead.

(4) The Services nonconcurred with a request to support an ULB for FY07 for an overall weight allowance increase of 500 pounds for the following reasons:

(a) Lack of data to support the request. A review of data indicates excess weight is at two percent with no particular grades impacted.

(b) Request relates to Issue #307 Inferior Shipment of Household Goods for which the Services did not receive the requested funding. The Services are concerned that rate

increases for FY08 and out years will impact the Military Personnel Accounts. Army requested \$85M and received \$65M.

(c) High cost for a proposal that does not impact retention and recruitment.

(5) Tax deduction. In IRS Publication 521, Moving Expenses, personal property disposed of through a yard sale or given away (donation) is not a deductible moving expense. In the IRS Newswire, IR-2003-134, Dec 1, 2003, taxpayers may be able to use their gifts to tax-exempt charitable and religious groups to reduce their taxes. The tax benefit for charitable contributions is only available for taxpayers who itemize deductions.

(6) Issue was submitted for inclusion into the CSA Initiatives in Aug 07.

(7) A request was submitted to the SMA for support from the other SEAs in Nov 06 and Sep 07.

(8) Business case recommendations, Assistant Secretary of the Army, Financial Management, Research Analysis and Business Practices, 28 December 07:

(a) Leverage existing law and authorities to the extent they provide the Secretary of the Army greater latitude to adjust weight allowances or remit and cancel excess weight debt. Recommendation: Work with relevant players, such as Army G-1 and the Defense Finance and Accounting Service (DFAS), to explore ways to, on a case by case basis, adjust weight allowances or remit excess weight debt.

(b) Improve management reporting by modifying existing reports and/or developing new reports to provide management information that will better enable Army to monitor excess weight. Recommendation: Army G-4 work with DFAS and other interested parties (such as DFAS and the Surface Deployment and Distribution Command) to develop useful management reports.

(c) Close out the AFAP issue. The issue has been open a long time and it has evolved and changed over time. Since two previous attempts to gain DOD consensus on a

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legislative proposal have failed, it's doubtful another attempt would be successful.

In particular, after re-viewing the FY06 DFAS adjudicated case files, there is no indication that excess weight is a systemic problem. The dollar magnitude was small, about \$1.1 million annually. Recommendation: Close issue and focus on pin-point solution that are more feasible, such as using existing authority in the law to expand AR 600-4 criteria to waiver, remit or cancel debt, rather than global changes such as an increase to the weight allowance, which are difficult to obtain and expensive to implement.

(9) Office of the Secretary of Defense (Personnel and Readiness), Defense Travel Management Office, submitted the following ULB proposals for the FY10B ULB process. They will be voted on 29 May 08.

(a) Allow the Secretary of Defense to set weight allowances by grade rather than specify in law.

(b) Amend HHG cost sharing program to allow the Secretary of Defense to set the threshold for payment.

(10) Statement of The Military Coalition before the Subcommittee on Military Personnel, House Armed Services Committee, 7 Feb 08, addressed a weight allowance increase for pay grades E-7, E-8, and E-9 to coincide with weight allowances for officers in grades O-4, O-5, and O-6, respectively.

(11) In-progress review, 4 Apr 08, results and requirements:

(a) Request assistance from the ARI for inclusion of questions about the satisfaction with HHG weight allowance in the Gallup Poll initiative, Sample Survey of Military Personnel, or Survey of Army Families. Assistance was requested on 10 Apr 08. This is the second request.

In 2004, ARI did not support the use of surveys due to the probability of high error percentages.

(b) The Commander, Family and Morale, Welfare and Recreation Command, will alert the SMA and Army G-1 about the importance of this issue.

(12) GOSC review.

(a) May 00. Members questioned why there is a variance weight allowance between officers and enlisted. Army will work this issue in two stages. The first will seek an increase in the OCONUS administrative weight allowance for junior enlisted, and the second will explore the weight allowance disparity between the ranks.

(b) Nov 00. ODCSLOG will meet with the SMA to work on a strategy to get support from the other Services.

(c) Mar 02. Issue remains active to pursue weight allowance increase for E5-E9s.

(d) Nov 04. The VCSA did not accept the unattainable recommendation and kept the issue active, noting that the square footage of housing is changing under RCI and recognizing that the Army is changing in the future (size of housing, fewer PCS moves).

(e) Jan 06. The VCSA asked for a business case analysis for increased HHG weight allowance using the long term effect of force stabilization and unit stabilization. A request to develop the business case analysis was sent to the Office of the Deputy Chief of Staff, G-4, Center for Logistics Innovation.

(f) Nov 06. The GOSC requested to keep the issue active.

**i. Estimated cost.** \$174M

**j. Lead agency.** DALO-FPT

**k. Support agency.** FMWRC

### **EUR 04-12: Sex Education in Department of Defense Dependent School**

**a. Status.** Closed

**b. Entered.** AFAP May 04

**c. Forwarded to DA AFAP** Nov 04

**d. Final action.** April 05

**e. Subject area.** Family Support

**f. Scope.** Sex education in Department of Defense Dependent Schools (DoDDS) is shallow and inadequate. In Europe, the 49,000 children enrolled in the DoDDS systems are receiving insufficient healthy human sexuality education. With improved and expanded sex education, children are able to use information that enhances their decision making towards personal protection and risk prevention.

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**f. Recommendation.** Implement and maintain a comprehensive healthy human sexuality program, starting at elementary grade level with an age appropriate curriculum taught continually through the completion of high school by a qualified educator.

**g. Lead Agency Staff Position.** DoDEA includes sexual education within their health education curriculum. Every grade, K-12, has performance standards cover sexual assault, respecting the privacy of self and others, distinguishing among good, bad, confusing, and unkind touch and preventing sexual assault, (no, go, tell). Eleventh grade performance standards cover, how to make responsible decisions about family planning and pregnancy abstinence from sexual intercourse as the most viable option for teenage sexual behavior.

**DoDEA Staff Agency Position.** The curriculum is currently available for pre-kindergarten through grade 12 and can be found in DoDEA Manual 2300.3.

**h. Progress.** USAREUR accepts the DA position not pursue the issue, adequate materials are available within the health education curriculum to help children make proper decision towards personal protection and risk prevention.

**i. Support Agency.** DoDDS Europe

### EUR 04-13: USAREUR Certificate of License

**a. Status.** Closed

**b. Entered AFAP** May 04

**c. Forwarded to DA AFAP** 04

**d. Final Action** Nov 06

**e. Subject area.** Family Support

**f. Scope.** To provide an update on USAREUR's ability to provide a driver's licensing program for Soldiers and eligible family members who are unable to obtain a USAREUR Certificate of License because they do not possess a valid country or U.S. state driver's license.

**g. Recommendation.** Provide sufficient funds that enable Soldiers, spouses and teens to obtain the host nation's drivers license in order to be able to receive a USAREUR certificate of license.

**h. Progress.**

(1) Validation:

Based on the Status of Forces Agreement (SOFA), military personnel, DOD civilians and their eligible family members serving in Europe must be in possession of a valid country or U.S. state driver's license before taking the standard European approved U.S. Forces driver's tests and obtaining a U.S. Forces certificate of license.

**i. Staff position.** To assist Soldiers and eligible family members not having a valid country or U.S. state driver's license in obtaining a USAREUR Certificate of License, the USAREUR G1 convened a work group to research possible courses of action (COA). The one legal, non-objectionable COA for licensing family members in Europe that was identified by the work group called for the utilization of appropriated funds to provide a German driver's licensing program for Soldiers. This COA would provide the opportunity for eligible family members to attend the program approximately 1,200 to 1,500 Euros per person. Additionally this COA would require 3 full weeks of theoretical lessons, behind the wheel training and a final driving test.

Upon successful completion of the course, the individual would receive a German driver's license, which would afford them the opportunity to take the exam for a USAREUR Certificate of License. Although this legal, non-objectionable COA was offered to the CG as an option, it was not pursued due to the high cost of providing the program to Soldiers and individual family members both in terms of dollars and time.

To ensure Soldiers and their eligible family members are aware of the requirements for obtaining a USAREUR Certificate of License prior to their PCS to Europe, G1 has coordinated with HRC to include information on what is needed to obtain a USAREUR Certificate of License requirement on all USAREUR assignment instructions. G1, ICW DA G1, is also developing an All Army Activities (ALARACT) message to re-emphasize to the field the USAREUR Certificate of License requirements. Information on the driver's licensing

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requirements is also posted on the SGATE Website

**i. Lead agency.** USAREUR G1

### **EUR 04-14: Department of Defense Schools (DoDDS) Tuition for Family Members of Non-Command Sponsor Retirees in OCONUS**

**a. Status.** Closed

**b. Entered.** USARUER AFAP May 04

**c. Forwarded to DA AFAP** Nov 04

**d. Final action** April 05

**e. Subject area.** Family Support

**f. Scope.** Family members of non-command sponsored retirees do not receive space available, tuition-free, DoDDS enrollment. Non-command sponsored military retirees provide a resource for OCONUS Commanders and fill many needs through volunteer work. AFAP Issue 478 implemented, "school-age dependents of local-hire, non-appropriated fund (NAF), full-time employees in overseas areas to be eligible on a space-available, tuition-free basis for enrollment in DoDDS, effective in the school year 2002-03." Family members on OCONUS retirees are not afforded an equal DoDDS enrollment opportunity, thus limiting their family members access to a quality education while overseas.

**g. Recommendation.** Provide space-available, tuition-free DoDDS enrollment to family members of non-command sponsored OCONUS Retiree as retiree benefit.

**h. Progress.**

1. Validation.

DoDEA does not have the authority to grant this change or to request a waiver from OSD. This initiative would require a legislation change section 1404 (c) of the Dependents Education Act of 1987. The change would require service approval before going to OSD General Counsel for the development of the legislation change. This exact issue was present to the services in the 94/95 timeframe and the services did not approve the request because of funding reasons.

**i. Support Agency.** DoDDS Europe

### **EUR 04-15: Transportation for All After School Activities**

**a. Status.** Closed

**b. Entered.** AFAP May 04

**c. Forwarded to DA AFAP** Nov 4

**d. Final action** April 05

**e. Subject area.** Family Support

**f. Scope.** Students, affiliated with Department of Defense Dependent Schools (DoDDS), participating in all after-school activities are not provided with enough transportation. For example, DoDDS middle schools are not permitted to have sports teams therefore transportation is not available for other students wishing to attend after-school activities. Providing transportation would allow DoDDS students to fully participate in extra-curricular activities, which benefits DoDDS and Military Families.

**g. Recommendation.** Provide transportation for all students participating in all after-school activities.

**h. Lead Agency Staff Position.** This issue is one which is on-going and for which resources have been provided in the past.

### **EUR 05-01: Academic Based Preschool Programs**

**a. Status.** Closed

**b. Entered.** AFAP May 05

**c. Final action.** April 06

**d. Subject area.** Education

**e. Scope** No academic based program exists for all preschool-aged children. A learn-through-play program is offered through Child and Youth Services (CYS). The U.S. Department of Health and Human Services funded research has shown a strong foundation for education is built at a preschool age. The lack of a preschool-aged program can result in children not being properly prepared for future educational needs.

**f. Recommendation.**

(a) Extend the DoDDS SURESTART Program for all children in the community.

(b) Offset costs for certified instructors with a fee paid by service members.

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(c) Contract a private company so that educational needs can be met.

### **g. Progress.**

(1) Validation.

(a). Extension of the DoDDS SURESTART program will likely require amendment of USC Title 20 and construction of additional classroom space which may be cost prohibitive.

(b). The CYS preschool program is based on long standing research that shows that high quality developmentally appropriate child care based on learning through play does contribute to school readiness and success.

(c). The Community and Family Support Center (CFSC) has recently announced a modification to the CYS preschool program that established a pre-Kindergarten program.

**h. Staff Position.** The coming modification to the CYS pre-school program will provide for the separation of 4 and 5 year old children to provide additional focus on school readiness. The curriculum, while still based on learning through play, will provide additional structured teaching activities and additional focus on social skills necessary for school success. This modification will apply to pre-school programs for children enrolled in either full day care or part day care so all children will benefit regardless of their length of stay in the program. The curriculum will continue to provide activities in pre-reading, pre-math, science, etc. CYS employs staff with a variety of credentials to include college degrees to deliver this program.

**h. Lead Agency.** IMA-E CYS

### **EUR 05-02: Staff Shortages at Child and Youth Services (CYS)**

**a. Status.** Closed

**b. Entered.** AFAP May 05

**c. Final action.** April 06

**d. Subject area.** Childcare

**e. Scope** In FY05 there was a severe shortage of staff within Child and Youth Services (CYS). However, since commanders implemented hiring incentives in March 05 and CYS implemented both recruitment and retention incentives in April 05, not one garrison CYS program is closed because of staff shortages.

### **f. Recommendation.**

(1). Conduct a semi-annual review process to ensure staffing needs are being met and retention incentive are effective.

(2) Create more part-time positions with flexible hours and benefits based on the needs of the community.

### **g. Required actions: Milestones:**

1. Work closely with IMA-E HR and IMA-E IRACO to develop method of reviewing and analyzing effects of recruitment and retention incentives.

1 Qtr/Fy06 -accomplished

2. CYS white paper addresses this issue. Hiring incentives (Mar 2005) direct Commanders to hire more part and full-time employees with benefits.

1 Qtr/Fy06 accomplished

### **h. Progress.**

1. The Child and Youth Service Program Assistants pay band was raised in March 05. In Sept 05, we had 36% more CYPA's on board than in June 05. In Han 06, we again raised the pay band to incorporate the 2.1% federal increase and to ensure wages stay competitive. Both measures have proven highly effective.

2. CYS has increased efforts and has been very successful in hiring local national CYPA's. At the end of CY04, CYS has 38 LN's on board. At the end of CY05, 170 LN's had been hired, an increase of 347%. LN's provide the continuity and stability for our children during these times of transition, deployment and base realignments.

3. Exit surveys collected as employees leave CYS have indicated reasons for termination are, in order of frequency, other employment, moving with spouse, further education/seek career advancement and staying at home.

4. IMA-E CYS continues to face challenges of deployments, reintegration and block leave. However, 1 year after the implementation of the above mentioned initiatives, CYS can proudly state that not one garrison program is close because of staff shortages.

**i. Lead Agency.** IMEU-MWD-C

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### EUR 05-03: Housing Extension for Surviving Families

**a. Status. Closed**

**b. Entered. AFAP May 05**

**c. Final action. April 06**

**d. Subject area. Family Support**

**e. Scope.** Military Families do not have the option to remain in their current government quarters when the Soldier dies. Federal law requires the surviving Family to vacate government quarters within 180 days. Recently, Congress authorized supplemental funding to support extending the limit from 180 to 365 days; however, that funding ends fiscal year 2005. Changing the law will allow additional time for Families to make well informed decisions while maintaining a more stable environment.

**f. Recommendation.** Amend current law to allow family members of deceased Soldiers to reside in government quarters up to 365 days.

**h. Progress.** Section 1526 of the National Defense Authorization Act for Fiscal Year 2006 changed the public law to authorize Families of service members that die while on active duty to retain their assigned government Family housing for a period of up to 365 days after the death of the service member.

If the Family does not reside in government Family quarters for that period, they are authorized to receive Basic Allowance for Housing (BAH) for the period they do not reside in government housing during the 356 day period. This change to public law is permanent.

**i. Lead Agency.** IMA-E /DPW

### EUR 05-04: Subsistence Entitlement from Meal Card Holders

**a. Status. Closed**

**b. Entered. AFAP May 05**

**c. Final action. July 05**

**d. Subject area. Force Support**

**e. Scope.** Meal card holders who choose to make their own meals or eat at other establishments are not given the option to be reimbursed the unused BAS. Newly renovated barracks currently have full kitchen facilities,

however the current Army BAS system assumes meal card holders will choose to eat all meals in the Dining Facility. Soldiers cohousing to use their barracks kitchen facilities instead of the DFAC are spending personal funds and causing strain on personal finances.

**f. Recommendation.**

a. Use an "Automated Meal Scan System" to track the meals consumed. (This system is in use at Ft Steward)

b. Reimburse single Soldiers for meals not consumed in the DFAC.

**g. Progress.**

(1) Validation:

a. The Automated Headcount System (AHC) was tested in Europe for 6 months (2003) in garrison dining facilities within the 26<sup>th</sup> ASG and based on the number of system faults, downtime and systems security problems associated with low tech program (10 year old) interface with active firewalls and the personnel data transmitted, the Information Systems Management Team recommended that the AHC test be stopped and AHC system not implemented. The AHC did not and does not track use of the dining facility by diner entitlement (Cash payment for meals or Subsistence-in-Kind) it only indicates that a person with CAC card is in the installation data base, just like Installation a Access. The CAC card ship does not contain diner entitlement information.

HQDA Army G1 has not implemented this action, until action is directed by HQDA Army G1 the CAC Card will not identify diner entitlement. AHC is an Army legacy system and further implementation will not be funded by HQDA. This system is not in use at Army OCONUS area because of security issues with the program.

b. Single Soldier has been able to be reimbursed for missed meals as a result of duty or mission since 1988. AR 600-38, The Meal Card Management System, dated 1988, Paragraph 4-5, provides Commanders and unit leader the guidance and specific procedures necessary to ensure that single Soldiers or any Soldier receiving Subsistence-in-kind (Meal Card Holder) and not able to

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use the dining facility because of mission or duty related activities to be paid for those meals missed. The Soldier's supervisor must initiate the necessary DD Form 1475 and forward to servicing finance and accounting office for reimbursement. This is paid to Soldier on mid month or end of month pay. Soldiers receiving SIK and whose duty does not prevent them from using the dining facilities are required by DOD Manual 1338.10 to be provided their meal entitlement in-Kinds. This is called Subsistence-in-Kind (SIK) and the Soldier is issued a meal card by personnel that authorize the Soldier to eat at no charge in any Army dining facility. This is public law and is part of the annual Defense Department Appropriation for subsistence. SIK is designed to ensure that Soldiers are always able to have three quality meals a day. Many Soldiers if given the choice would elect to take cash in lieu of SIK, however past history has shown that in many cases, the cash was not spent on meals for the Soldier but was used to purchase items such as cars, electronic equipment, etc and the Soldier not having money to purchase nutritionally adequate meals, became a health risk and a Command problem.

c. Authorizing Soldiers to receive the Basic Allowance for Subsistence (BAS) in Lieu of SIK is a Command Decision governed by both regulatory policy and law.

**h. Staff Position.** This is an Army Administrative Personnel issue that is directly related to Soldier entitlements, just like Soldier Base Pay. Changes to Army G1 Policy, Public Law, and Congressional action would be required to address the issue of Choice (BAS vice SIK).

**i. Lead Agency.** IMA-E Logistics

### **EUR 05-05: Receipt of Full Survivors Benefits** **06-09-05 Income Tax on Foreign Survivor Benefit Plan (SBP) Beneficiaries**

**a. Status.** Closed

**b. Entered AFAP** May 05

**c. Forwarded to DA AFAP**

**d. Final action.** April 06

**e. Subject area**

**f. Scope.** Beneficiaries' income is reduced at one of the most traumatic instances of their life. Defense Finance & Accounting Service (DFAS) withholds 30% of SBP payments to beneficiaries residing in certain countries outside the U.S. Internal Revenue Service (IRS) form W-8BEN is provided to DFAS upon notification of death of a retiree to establish foreign residency, citizenship, and no-tax obligation. Yet this information is requested a second time from the beneficiary, delaying full receipt of benefits.

**g. Recommendation.** Instruct DFAS to provide full benefits immediately upon receipt of form W-8BEN

**h. Progress.**

(1). Validation:

**a.** The NATO/SOFA and Supplementary Agreements does not recognize retirees as part of the US Forces in Europe. The use of a postal office by a retiree is by request to the nearest APO. The Federal Ministry of Finance approved the use of APOs by retirees provided they would pay the taxes on the assessed value of the items received.

**b.** 1PERSCOM's Chief, Army Postal, states that the postal limitations for retirees were established by the Military Postal Services Agency (MPSA). With retirees not being part of the "US Forces" the limitation was put into place to limit the amount and weight of mail as a protective measure for the retiree, who would be liable to pay German taxes on any item received through the APO.

**c.** As with the "US Forces" mail coming from CONUS, postage costs for retiree mail is paid to New York, at which point the mail enters the MPSA system. This is a major cost saving for the retiree.

**d.** AE Reg 550-175 (US Forces Customs Controls in Germany) states that any retiree mail received at a Military Postal Office, will be accounted for, and the information from the Customs Declaration Form sent to the local German Customs office. Retirees are required to take their mail items to the local German Customs office where the mail will be opened and assessed for possible taxation. Retirees who do not take their mail to the German customs office for clearance in a

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reasonable time will lose their postal privileges.

**h. Staff Position.** Base on the presented issue, there is no legal basis for making any changes to the SOFA Agreement since retirees are not covered or protected by the NATO/SOFA Agreement.

**i. Lead Agency.** PMO

### **EUR 05-06: Status of Forces Agreement (SOFA) Mail Limitation for Retirees**

**a. Status.** Closed

**No further information available**

### **EUR 05-07/DA-592: Post Secondary Visitation of OCONUS Students**

**a. Status.** Active

**b. Entered.** May 05

**c. DA AFAP** Jan 06

**d. Final action.** No (Updated: 11 Apr 08)

**e. Subject area.** Education

**f. Scope.** OCONUS high school students incur greater travel expenses to visit post secondary schools than CONUS based students. Although many informational resources are available, on-site visits afford students the opportunity to make the most informed decision. Upon arrival at the CONUS point of entry, OCONUS Families will assume comparable travel expenses to those of CONUS Families. Minimizing the disparity in travel expenses will decrease the financial burden to OCONUS Families.

**g. recommendation.** Authorize a one-time round trip airfare to a CONUS point of entry for OCONUS students, who have been accepted to a post secondary school, and one guardian.

**h. Required action.**

(1) Propose change to the JFTR and US Code to support this initiative.

(2) Propose ULB submitted for FY11 ULB Summit.

**h. Progress.**

(1) Validation.

There are extensive amounts of information/pictures/virtual tours and resources online through the Internet for parents and students to use to assess prospective dormitory schools, colleges,

universities and vocational schools.

Additionally, OCONUS DODDS high school councilors/ administrators have extensive resources at their disposal on CONUS colleges etc. that can assist students/parents in selecting a prospective college for their children.

(2) Legislation.

(a) A change to the JFTR and US Code to support this initiative was discussed with the military advisory panel (MAP) members (MAP) of the Per Diem, Travel and Transportation Allowance Committee (PDTATAC) to determine the other Services position on the issue.

(b) This initiative requires a change in law after gaining support from the other Services, OSD and Congress. Army MAP member will submit a ULB for FY11 to establish the legislative authority for this entitlement.

**i. Estimated cost.** Approximate cost based on the number of high school seniors enrolled in OCONUS DODDS schools (Europe-1853, Pacific-965)  $\$2818 \times 2$  (student/ parent) = \$5,636 and air fare costs (\$1000 per person to East or West Coast) = \$5.6M.

**j. Lead agency.** DAPE-PRC

### **EUR 05-08: Real Life Classes in DoDDS High Schools**

**a. Status.** Closed

**b. Entered.** AFAP May 05

**c. Final action.** July 05

**d. Subject area.** Education

**e. Scope.** DoDDS Students do not have an opportunity to receive practical everyday life skill instruction. Students have lost real-life classes such as automotive technology, woodworking and home economics. Classes are becoming more computers oriented instead of things they need to know.

**f. Recommendation.** Re-introduce whole-year classes that allow the student to learn practical skills such as automotive maintenance, basic sewing, basic cooking and woodwork.

**g. Progress.**

(1) Validation.

DoDEA has developed a Professional Technical Studies (PTS) program to be

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responsive to requests from constituents. Professional Technical Studies are courses that are offered in many career fields to students in DoDEA middle and high schools. PTS course are designed to prepare students to be technologically literate and employable in a global workforce. Career Cluster represent major grouping of similar occupations and industries within the U.S. job market (e.g., business, information technology, manufacturing, health, human services.) Each Cluster provides students with the “big picture” in terms of career clusters are various Career Pathways which represents a variety of occupational fields or jobs associated with the career cluster. It is important to note that DoDEA has adopted 11 of the United States Department of Education’s 16 nationally recognized Career Clusters and 22 associated pathways. Each DoDEA high school offers only those Clusters and Pathways that can be supported by the local school curriculum offerings. Check with the local school’s counselor for specific information the Clusters and Pathways offered.

**h. Staff Position.** DoDEA is providing real life classes through their Professional Technical Studies program. These programs are designed to provide rigorous programs to prepare students for future careers. These programs offer robotics, computer animation, Cisco networking training. It is true that all programs are not offered everywhere but interested parents should work with their school and School Advisory Committee to get these added.

**i. Lead Agency .** DoDDS

### **EUR 05-09: Funded Transportation for Full-Time Students, Children of OCONUS Soldiers.**

**a. Status. Closed**

**b. Entered. AFAP May 05**

**c. Final action. February 07**

**d. Subject area.**

**e. Scope.** The majority of colleges and universities require students to vacate dormitories during the Christmas and summer holidays. With the military Family

living overseas, the student has limited options and more often than not, returns home twice each year; however, only one trip is funded and another is out of pocket. Taking into account the nature of military life and the impact overseas has on Families, two funded round-trip tickets each year for full time students would significantly improve quality of life and send the signal that Families are important.

**f. Recommendation.** Fund two round-trip tickets home each year for OCONUS Soldiers’ dependent children who are enrolled full time in a college or university.

**g. Required action.** A request to change the Joint Federal Travel Regulation (JFTR) to entitle two annual round-trip tickets for dependent students of service members stationed overseas. This request requires the concurrence of all services.

**h. Progress.** This issue was validated during the EUCOM 2006 QOL Conference which took place from 10-14 December 2006 in Garmisch. EUCOM in coordination with OSD will continue to research and combine it into an Action Plan to change the Joint Federal Travel Regulation (JFTR) to entitle two annual round-trip tickets for dependent students of service members stationed overseas.

**i. Lead Agency.** AEAGA-M

**j. Support Agency.** [EUCOM]

### **EUR 05-10: Competitive High School Baseball in USAREUR**

**a. Status. Closed**

**b. Entered. AFAP May 05**

**c. Final action. July 05**

**d. Subject area. Education**

**e. Scope.** Unlike CONUS high schools, USAREUR high school do not offer a competitive baseball program. With limited viable alternatives in the local communities, students in USAREUR are not developing skills to be considered for college scholarships.

**f. Recommendation.**

1. Assess community needs at ASG/Base Support Battalion (BSB) level.

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2. Develop competitive high school teams through Child and Youth Services (CYS) Sports and Fitness program where needed.
3. Encourage school to support existing teams through lettering/varsity status, promotion of team events, and inclusion in sports recognition.

### **g. Progress.**

#### **1. Validation.**

The amount of discretionary funds available to support new DoDDS program is limited and in the fiscal climate which had been an issue for all Federal agencies operating overseas since FY 2003 the addition of any activity to the DoDDS extra-curricular program carries with it significant and largely unattainable resource requirement. DoDEA's current fiscal outlook does not allow for the establishment of any additional athletic programs. Absent proportionate increases to the DoDEA operating budget, the addition of baseball or any other interscholastic activity is impractical.

**h. Lead Agency.** DoDDS Europe and DoDEA

### **EUR 05-11: Youth Fitness Center Usage**

**a. Status.** Closed

**b. Entered.** AFAP May 05

**c. Final action.** April 06

**d. Subject area**

**e. Scope.** During the extended deployments, the gyms and fitness center are not fully utilized. In Europe, there was an exception to policy for the gym that allowed youth ages 12 to 16 to use these facilities unsupervised provided that the youth took the training courses on the proper use of the facility and its equipment. Written parental permission was obtained as well. Students need to properly prepare and condition their bodies for sports, lessening the chance for injuries and provide an avenue to maintain good physical fitness, an Army objective. The added bonus is that this will give students more activities after school and on weekends to keep them out of trouble.

**f. Recommendation.** Commanders request exception to policy through installation Management Agency, Europe Headquarters.

### **g. Required Actions:**

#### **Milestones:**

Commanders request an exception to the IMA Policy Letter dated 04 April 2004  
Completed 19 Dec 2005

Via memorandum routed through the Region and HQ, IMA to the US Army Community and Family Support Center for approval.

RD sign memorandum to provide a work around solution for the youth to sue fitness centers. CYS trained staff will provide supervision and support for youth in fitness centers.

**h. Progress.** IMA-E CYS and Recreation Division solicited comments from USAG Commanders and the RD signed the IMA-E policy letter "Children in Physical Fitness Centers" (amended), 19 Dec 2005. The policy has been disseminated to the field for execution.

**i. Lead Agency .** IMA-E MWR

**j. Support Agency.** IMA-E CYS & Recreation Branch

### **EUR 05-12: Exceptional Family Member Program (EFMP) Overseas Assignment Process.**

**a. Status.** Closed

**b. Entered.** AFAP May 05

**c. Final action.** April 06

**d. Subject area**

**e. Scope.** Long-term treatment for serious illness is not available in most of Europe. Service members with an EFM have limited opportunities to PCS to Europe for career advancement.

#### **f. Recommendation.**

1. Increase the number of active duty physicians in Europe.
2. Contract with qualified local physicians who can provide necessary services.
3. Create contract positions for American physicians who could then provide the necessary medical support needed by these EFMs.

#### **g. Progress.**

(1) Validation:

**a.** The ERM Policy for utilization of host nation TRICARE preferred providers was

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discussed at the recent IMA-E EFMP Oversight Committee meeting with members from USAREUR G-1, JAG, CYS, DoDDS-Europe, ACS, CPD, ERM, IMA-E, and housing.

**b.** Due to the projected significant reduction in military health care resources throughout the European theater, the proposed policy utilizing the host nation TRICARE preferred provider network is the only viable option.

**c.** ERM Policy has been re-written to include the use of host nation TRICARE preferred providers, with the exception of mental health, during the assignment consideration process for medical recommendations and is currently in use. Policy had been released to all ERM entities.

**d.** Soldiers are notified via the 1<sup>st</sup> PERSCOM Family travel message if care is only available via the host nation TRICARE preferred providers network. Soldiers and Families may make informed decisions about their tour and Family options in the oversea arena.

**h. Staff Position.** Using host nation TRICARE preferred providers result in more location where Soldiers and their Families with EFMP issues may be assigned. Cases continue to be reviewed on a case-by-case basis and recommendations provided to 1<sup>st</sup> PERSCOM Family travel. If care is only available via the host nation TRICARE preferred provider network, a statement to this effect is included in the Family travel message from 1<sup>st</sup> PERSCOM that is released back to losing installation.

**i. Lead Agency.** ERM

### EUR 05-13: Orthotic Coverage for Family Members

**a. Status.** Closed

**b. Entered AFAP** May 05

**c. Forwarded to DA** Jan 06-not prioritized

**d. Final action.** Jan-06

**f. Scope** The current system does not cover all corrective and /or preventative orthotic devices. The supplemental TRICARE Extended Care Health Option (EHCO) has specific qualifiers that cover severe physical disabilities yet does not cover preventative or early intervention orthotic devices. Providing

orthotics as an early intervention can prevent life-long psychological and physical problems. Inadequate coverage often results in financial hardship and emotional turmoil.

**g. Recommendation:** Rewrite the current TRICARE policy to state the authorization for all corrective orthotics costs to be covered for family members.

**h. Progress.**

(1) Validation:

Orthotics is the field of knowledge relating to the making of an appliance or apparatus used to support, align, prevent, or correct deformities or to improve the function of movable parts of the body. An orthotic device is a support or brace for weak or ineffective joints or muscles.

**a.** In accordance with TRICARE Policy Manual 6010.54-M, 1 Aug 02, Chapter 8, Section 3.1., the following Orthoses are covered in the TRICARE benefit:

(1) Orthotic devices are covered

(2) For individuals with diabetes, extra-depth shoes with inserts or custom molded shoes with inserts are covered.

(3) Orthopedic braces including shoes which is an integral part of the brace-neither the shoe nor the brace is usable separately—are covered.

**b.** In accordance with TRICARE Policy Manual 6010.54-M, 1 Aug 02, Chapter 8, Section 3.1., the following Orthoses are excluded from TRICARE coverage:

(a) Orthopedic shoes (except for orthopedic shoes which are an integral part of a brace.

(b) Ach supports

(c) Shoe inserts

(d) Other supportive devices of the feet, such as, wedges, specialized fillers, heels straps, pads, shanks, etc.

(e) Cranial orthosis (Dynamic Orthotic Cranioplasty Band) and cranial molding helmets for nonsynostotic positional plagiocephaly (deformational plagiocephaly, plagiocephaly without synostosis) and when used alone as treatment for crraniosynostosis.

**c. Although** the above excluded orthotic items are not reimbursable by TRICARE from

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a private sector provider/supplier, many military facilities have Orthopedic/Podiatry departments that may be able to support supplying patients with some of these items.

**d.** The TRICARE Reimbursement Manual 6010.55-M, 1 Aug 02, Chapter 1, Section 11, Durable Medical Equipment Claims: Prosthetics, Orthotics, and Supplies (DMEPOS), provides policy and direction concerning the reimbursement of durable medical equipment, prosthetics, orthotics, and supplies provided by either network or non-network providers.

**i. Staff Position:** As explained above, the TRICARE basic program provides coverage for orthotic devices in certain medical situations, but does not provide broad coverage for all beneficiaries requiring orthotic devices. Given that the Defense Health Program's (DHPs) budget continues to rise as a percent of the overall DOD budget, projected to grow from 35 billion in FY05 to 50 billion in five years, it is likely that future DHP enhancements will focus on changes that leverage readiness. It is recommended that this AFAP issue be modified to request that medical conditions for active duty Family members which require the purchase of orthotics be added as a possible consideration for financial assistance under the newly established Extended Care Health Option (EHCO). Although the ECHO Program is designed to provide financial assistance for TRICARE beneficiaries who have moderate or severe mental retardation and those who have a significant physical disability; this AFAP issue could request that the ECHO Program be modified to include the prevention and/or treatment of severe physical impairments and/or deformities such as those conditions requiring orthotics.

**j. Lead Agency.** ERM

### EUR 05-14: Coverage for Hearing Aids and Related Services

**a. Status.** Closed

**b. Entered.** USAREUR AFAP May 05

**c. Forwarded to DA AFAP Jan 06- not prioritized**

**d. Final action.** DA AFAP Jan 06

**e. Subject area.**

**f. Scope.** Currently, TRICARE and TRICARE Extended Care Health Options (EHCO) only provide hearing services for those individuals with profound levels of hearing loss. Family members with a less-than-profound hearing impairment are not considered as having a significant disability. Any hearing impairment can cause speech disruption in adult and developmental speech delays in children. Hearing loss affects long term quality of life and impacts safety.

**g. Recommendation:** Establish a TRICARE Hearing Plan to include coverage for the cost of hearing evaluations and/or hearing aids for all categories of beneficiaries.

**h. Progress:**

(1) Validation:

**a.** Effective 1 Sept 2005, active duty Family members \*ADFM), who meet specific hearing-loss requirements, are eligible to receive hearing aids including services and supplies as a TRICARE benefit.

**b.** This benefit is extended to DFMs as part of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2002. Previously, hearing aids and services were only available to those beneficiaries' who were in the Program for Persons with Disabilities (PFPWD). The FY 2002 NDAA provision allows for coverage of a hearing aid to ADFMs diagnosed with a "profound" hearing loss. With the assistance of service physicians and audiologists from both the Department of Defense and Veteran Affairs, TRICARE established separate hearing-level thresholds for adults and children. The criteria for an adult ADFM to qualify for hearing aids and services are:

- ❖ 40 decibel (dB) hearing loss (HL) or greater in one or both ears when tested at one of the following frequencies; 500, 1,000, 1,500, 2,000, 3,000 or 4,000Hz; or
- ❖ 26dB HL or greater in one or both ears at any three or more of those frequencies (mentioned previously); or
- ❖ A speech recognition score less than 94 percent

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The criterion for children of active duty service members to qualify for hearing aids and services is:

- ❖ 26dB HL or greater hearing threshold level in one or both ears when tested in one of the following frequency ranges; 500, 1,000, 2,000, 3,000 or 4,000Hz

Eligible TRICARE beneficiaries will receive all medically necessary and appropriate services and supplies, including hearing examinations administered by authorized providers that are required in connection with this benefit.

**c.** Eligible beneficiaries who suspect they or a Family member may have a hearing loss should schedule an appointment with their primary care manager or medical provider for an examination. Beneficiaries will then be referred to an audiologist for any necessary tests.

**d.** The Landstuhl Regional Medical Center, Audiology Clinic, is a valued in-theater resource and supports beneficiaries with hearing aids when the established thresholds are met. Active Duty Family Member (ADFM) cost shares have been eliminated with the implementation of this new benefit.

**e.** The TRICARE benefit does not cover hearing aids for retirees or their Family members. If a retiree needs a hearing aid he/she can check with the Department of Veterans Affairs (VA) for possible assistance. Some military hospitals support a Retiree At-Cost Hearing Aid Purchase Program (RACHAPP) and will purchase a hearing aid for retirees and Family members at a lower cost than if purchased on the open market. Landstuhl Regional Medical Center provides hearing aids to retirees and Family members

**i. Staff Position:** The newly implemented TRICARE benefit provides active duty Family members (ADFM) with both hearing exams when there is a suspected hearing loss and the purchase of hearing aids when hearing loss thresholds are met. Cost share as required under the former Program for Persons with Disabilities (PFPWD) have been eliminated and there is now no cost to active duty Family members for services and/or supplies provided under this benefit.

However, the issue recommendation in paragraph 2 above requested that “all categories of beneficiaries” at this time to provide this benefit to retirees and their Family members. Given the rapid rate of growth of the Defense Health Program budget, it is unlikely that retirees will be included in this newly established hearing plan for active duty Family members. Recommend this issued be closed.

**j. Lead Agency** ERM

### EUR 05-15: AR 600-9 Section III, Computation of Body Fat is Unfair

**a. Status.** Closed

**b. Entered AFAP** May 05

**c. Final action.** Jul 05

**d. Subject area.** Force Support

**e. Scope.** The Army does not take into consideration the different body types when computing tape test results. Some physically fit Soldiers are separated from the Army because they are unable to pass the body fat test. Conference participants feel that the current program is unfair and the Army is losing highly trained Soldiers who are fully capable of performing their duties.

**f. Recommendation:**

a. Revise present regulation to accommodate different body types.

b. Create a waiver commanders can utilize that takes into consideration a passing PT score.

c. Eliminate current program in favor of alternate methods of evaluating fitness.

**g. Progress.** In 2002 the Department of Defense directed that all military services use the circumference method for body fat testing due to inconsistencies in the previous skin fold body fat testing method. Currently the Army is working on revising Army Regulation 600-9, The Army Weight Control Program. The revision will not be released to the field until approved by the Army Chief of Staff. However, based on the current regulation, commanders have the discretion of retaining Soldiers who are physically fit and present a soldierly appearance, even though they exceed their prescribed weight and body fat percentage, up to their ETS or promotion

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non-selection. Upon ETS or promotion non-selection, Soldiers and officers, who still exceed their prescribed weight and body fat percentage, must be separated.

**i. Lead Agency** USAREUR G1

### **EUR 05-16: Mental Health Providers During Deployment**

**a. Status.** Closed

**b. Entered.** USAREUR May 05

**c. Final action.** Feb 07

**d. Subject area.** Medical

**e. Scope.** Not all military communities have adequate mental health providers to support the deployment cycle. Deployments generate additional demand for mental health providers that is not being met by the current distribution. The current situation only provides services for “circuit riders” and other short-term visits to various communities. Family and soldier mental health stability directly affects Soldier and Family readiness and ultimately Soldier retention.

**f. Recommendation.** Increase the number of mental health providers to meet the need.

**g. Progress.**

**Jul 05 Update:** Work issue in U’R, Europe Region, and ERMIC.

**Apr 06 Update:** Ongoing beneficiary analysis to determine best allocation of behavioral health assets in ERMIC. Request additional DHP GWOT to fund added SWS Manager allocations. If analyses show increased workload trends, use GWOT to fund additional providers.

**Nov 07 Update:** Assessment completed for Behavioral Health needs in communities throughout USAREUR. Funding has been approved to increase Behavioral Health staff by a total of 51 providers. Contracting development has already begun with a projected placement date of Spring/Summer 2008.

**June 08 Update:** The BH Contract was increased to include 64 providers and enterprise level approval is completed. Hiring has begun and contract provider is scheduled to arrive on 3 July 2008. Projection indicates

that more than 80% of the new contractors will arrive before 30 September 2008.

**h. Lead Agency.** ERMIC SFSS

### **EUR 05-17: Proficiency Pay for Additional Skills**

**a. Status.** Closed

**b. Entered.** May 05

**c. Final action.** Jul 05

**d. Subject area.** Force Support

**e. Scope.** The Army does not always compensate Soldiers for their unique professional skills or areas of expertise that are beneficial to the military regardless of MOS. The Army does provide a limited number of incentives such as foreign language proficiency pay, however not all learned skills that enable Soldiers to efficiently and effectively accomplish the proficiency in computer skills ( hardware and software) have been utilized in that field in addition to performing duties related to their MOS. Further compensation will encourage additional skill development, enhance job performance and better meet the needs of the Army.

**f. Recommendation.**

1. Expand the range of skills covered by the proficiency pay system.

2. Compensate Soldiers with these identified skills similar to the Foreign Language Proficiency model.

**g. Progress.** The Army has successfully accomplished its retention goals for over the last seven years. Currently there are several programs to assist with retaining Soldiers in critical career fields. One of these is the Selective Reenlistment Bonus Program (SRB) covered in AR 601-280 Chapter 5. The objective of the SRB program is to increase the number of reenlistments in critical Military Occupational Skill (MOS) that do not have adequate retention levels to man the career force. Another program is the Bonus Extension and Retraining Program (BEAR) covered in AR 601-280 Chapter 6. The objectives of the BEAR program are to attract highly qualified Soldiers in the rank SSG and below who are currently serving in an over strength/balanced MOS to migrate into a

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critically short SRB MOS. Another program the Army has implemented is the Critical Skills Retention Bonus Program (CSRB). This program targets retirement eligible career Soldiers in specific critical MOS's. The current message for this program is MILPER Message 05-114 dated 9 May 2005 and MILPER Message 05-126 dated 18 May 2005. This issue is currently addressed by several programs already implemented by the Army to enhance retention of personnel serving in critical MOS's.

**h. Lead Agency.** USAREUR Retention

### EUR 05-18: Postal Service to Combat Areas

**a. Status.** Closed

**b. Entered.** May 05

**c. Final action.** Jul 05

**d. Subject area.** Force Support

**e. Scope.** I.D. cardholders located CONUS are required to pay postage fees to send mail to combat areas, while those located OCONUS are not. Deployed Soldiers are allowed to send mail up to 13 ounces free of charge to CONUS. Providing free mail service for CONUS I.D. cardholders to deployed Soldiers in combat areas will boost morale and reduce the financial burden on Family members.

**f. Recommendation.** Provide free postal service for all military I.D. card holders mailing items from a military installation to Soldiers in combat areas/zones.

**g. Progress.** This issue does not affect Families in USAREUR. Military Postal Service Agency and the U.S. Postal Service would have to grant this privilege. Recommend that this issue be passed through AFAP channels back in DA.

**h. Lead Agency.** 1<sup>st</sup> PERSCOM

### EUR 05-19: First Time Military Mothers

**a. Status.** Closed

**b. Entered.** May 05

**c. Final action.** Jul 05

**d. Subject area.** Force Support

**e. Scope.** Regulation AR 635-200 for voluntary separation due to pregnancy is insufficient. Pregnant military females must decide and separate 30 days prior to birth. If they choose to stay in, it is much harder for

them to separate after the birth. New "First Time" mothers are unable to determine the impact of a child prior to birth.

**f. Recommendation:** Extend the time frame (120 days after birth) for decision to allow Soldier to realize the impact of a new baby after convalescence leave.

**g. Progress.**

(1). Validation.

a. AR 635-200, Chapter 8, Separation of Enlisted Women-Pregnancy, does not take into consideration the case where the Soldier is a first-time mother.

b. Currently, AR 635-200, Chapter 8, requires pregnant females to decide either to separate from the service, or to remain on active duty. If the Soldier decides to separate from the Army, she must do so no later than 30 days before the expected date of delivery or the latest date her military physician will authorize her to travel to her home of record or entry on duty destination, whichever is earlier.

c. This issue requires a change to Army policy to allow first-time mothers and extended period of time (120 days) to decide to either stay or separate from the Army.

**h. Staff Position:** HQ's, 1<sup>st</sup> PERSCOM, Personnel Services Support Division (PSSD) submitted a change to publication (DA Form 2028) on 24 March 2006 to the proponent of AR 635-200, United States Army Human Resources Command, ATTN:AHRC-EPR-F, 2461 Eisenhower Avenue, Alexandria, VA 22323-0478. This request for change in current policy, if considered, will allow first-time mothers the opportunity to have their child, and then, based on true-life experience, request to separate from the service (must be done within 120 after giving birth), or remain on active duty. This change provides the Army an opportunity to keep good Soldiers who might otherwise decide to separate under current policy. It fully supports the decisions by the right men and women to stay in the Army as they contribute to our Nation's security and the Army as an institution.

**Update Staff Position:** Although the request for regulation change, submitted to DA on 24

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March 2006, was denied by DA in April 2006, HQ's 1<sup>st</sup> PERSCOM, Personnel Service Support Division (PSSD), after deliberate and careful research, submitted a new change request on 11 July 2006 to the proponent of AR 635-200, United States Army Human Resources Command. This new change request asks DA to consider revising/updating the Pregnancy Counseling Checklist (AR-635-200, Chapter 8, Fig8-1) to include more detailed provisions to inform the Soldier of other entitlement and separation options available, and to remove references to referenced regulations since superseded. This new counseling checklist, should DA accept the regulation change request, will not only better serve commanders in their preparation and conduct of the required counseling, but will also serve as an important resource/tool for the Soldier concerned thereby better assisting the Soldier in becoming fully informed prior to asking a decision to stay or separate from the Service during this critical time in the Soldiers career.

**Oct 06 Update:** After careful deliberation concerning this matter, HQDA decided only to make administrative changes to noted referenced regulations and not to expand the checklist. HQDA states that the approved (current) checklist provides adequate information on what commanders are required to counsel during pregnancy counseling. HQDA further states that the note at the bottom of figure 8-1 indicates unit commander's responsibility in assisting a Soldier in contacting other agencies.

**i. Lead Agency.** PSSD-PAD

### **EUR 06-01/DA-600: Family Care Plan (FCP) Travel and Transportation Allowances.**

**a. Status.** Active

**b. Entered.** AFAP XXIII, Nov 06

**c. Final action.** No (Updated: 14 Apr 08)

**d. Subject area.** Force Support

**e. Scope.** Soldiers requiring activation of Family Care Plans (FCP) are not compensated for the travel of dependents and shipment of the dependent's household goods. Selected household goods; such as infant equipment,

computers and personal comfort items, are necessary for the emotional and physical well being of the DEERS dependent(s) in their new environment during an already stressful time. Implementation of Soldier's FCP should not create additional financial hardship and emotional stress on the Soldier and Family.

#### **f. AFAP Recommendations.**

(1) Authorize funded travel for DEERS dependent(s) to FCP designated location for deployments greater than 179 days.

(2) Authorize funded shipment of household goods limited to 350 pounds weight allowance per DEERS dependent to FCP location for deployments greater than 179 days.

#### **g. Required action.**

(1) Army Military Advisory Panel (MAP) member to the per diem committee proposed a change to the Joint Federal Travel Regulations (JFTR) to establish this authorization. There is no legislative authority for implementing this JFTR change.

(2) Army MAP member will submit FY10 ULB submission.

(3) FY10 ULB not supported by Army.

(4) Submit item in the FY11 ULB process.

#### **h. Progress.**

(1) Validation. Frequently, Army G-1 is asked by our Army installations to provide some type of shipping authorization for FCP Soldiers deploying. There is no authority to allow this shipping authorization.

(2) In Feb 07, Army MAP member of the Army G-1 proposed a change to the JFTR to establish this authorization. The MAP members of the other Services were not supportive of this proposal. Additionally, Per Diem Director advised Army MAP member that there currently is no legislative basis to add this authorization to the JFTR.

(3) A legislative change is required to establish the basis for this authorization in the JFTR and our mechanism for transacting such a change is the Unified Legislative Budget (ULB) process. DAPE-PRC of Army G-1 submitted this item as a ULB for FY10. With all the other competing priorities in the ULB process and the relatively high cost of this proposal, Army did not support sending it to

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the Department of Defense (DOD) for consideration. (4) DAPE-PRC will submit this item again as a ULB for consideration for FY11. If this item is not supported by Army in next year's ULB process, DAPE-PRC recommends categorizing this AFAP issue as unattainable and closing it because the cost benefit analysis is not favor-able enough.

**i. Estimated cost.** \$37.6M annually assuming all affected population conduct a 2 dependent 700 lb move from Fort Benning to Richmond, VA. Estimate assumes 19.1% of the deployed force (assuming 140,000 deployed forces) requires a Family care plan and all choose to execute a dependent move. Assumes affected population is 26,699 annually.

**j. Lead agency.** DAPE-PRC

### **EUR 06-02/DA- 605: Table of Distribution and Allowance (TDA) Position for Garrison Better Opportunities for Single Soldiers**

**a. Status.** Active

**b. Entered.** AFAP XXIII, Nov 06

**c. Final action.** No (Updated: 11 Mar 08)

**d. Subject area.** Force Support

**e. Scope.** There is no Table of Distribution and Allowance (TDA) position for the Better Opportunities for Single Soldiers (BOSS) president at the Garrison level. Department of the Army Circular 608-06-1 does not standardize requirements for filling a BOSS president position. Without a fulltime BOSS president on the TDA, the total quality, success, and participation of this program are diminished.

**f. Recommendations.**

(1) Establish a requirement for a full time BOSS president position on the TDA for each Garrison as a two year tour.

(2) Require the senior mission Commander to assign the selected Soldier to the authorized TDA position.

**g. Required action.**

(1) Determine steps to establish a TDA position.

(2) Staff (Draft) AR 215-XX, The DA BOSS Program, with the field.

**h. Progress.**

(1) Validation. Years of part time BOSS president positions have caused a lack of credibility and instability in the program. Duties and responsibilities of the BOSS president position have increased over the years, and part time Presidents cannot commit the time needed to effectively execute the program. It has remained as a major Army-wide issue without resolution and is com-pounded by the increasingly high operational tempo. A full time BOSS President is warranted and needed.

(2) In Jan 07, IMWR-CR-B researched potential courses of action.

(3) Contacted Headquarters, Department of the Army (HQDA) G-3, DAMO-FMP, 5 Feb 07, to determine steps to establish a TDA authorization. Referred to Force Management, Installation Management Command (IMCOM) (IMRM-M), 8 Feb 07. IMRM-M requested a tasker from Family and Morale, Welfare and Recreation Command (FMWRC) to IMCOM Command group. Tasker request sent out through MWR, IMCOM, to IMCOM Command group on 15 Feb 07.

(4) DA Circular 608-06-1, The DA BOSS Program, does not require a full time BOSS president. However, the new (draft) AR 215-XX, The DA BOSS Program, will supersede the Circular.

(a) Draft AR 215-XX, Paragraph 2-3a, states: "The Senior Mission Commander assign/attach a Soldier, Military Occupational Specialty (MOS) immaterial, Specialist- Staff Sergeant (SPC-SSG), to the Garrison Commander, to perform sole duties as the BOSS president, for a mini-mum of two years".

(b) After review by FMWRC Command Judge Advocate, the draft AR 215-XX has many changes and will be re-staffed to the field 1 Apr 08, with a suspense of 15 May 08.

(5) Coordination between IMCOM and FMWRC has resulted in the support of 40 military BOSS President positions to be assigned to the Army's largest installations. A concept plan is currently being developed to present to DCS G-3 to continue the process of gaining the TDA al-locations.

**i. Estimated cost.** To be determined.

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**j. Lead agency.** IMWR-SR

### **EUR 06-03/DA 596: Convicted Sex Offender Registry OCONUS**

**a. Status.** Active

**b. Entered.** AFAP XXIII, Nov 06

**c. Final action.** No (Updated 18 Mar 08)

**d. Subject area.** Family Support

**e. Scope.** The OCONUS population is not afforded the same information about convicted sex offenders as personnel stationed in CONUS. No OCONUS registry of convicted sex offenders with a Department of Defense Identification/Installation Access Card exists, thereby denying overseas community members the ability to identify a potential risk of harm to the community. Overseas personnel are more vulnerable to potential assaults by convicted sex offenders.

**f. Recommendations.**

(1) Establish a searchable convicted sex offender registry comparable to CONUS registries and make it available to the military community.

(2) Require all convicted sex offenders who reside OCONUS and are authorized a Department of Defense Identification/Installation Access Card to register with the installation Provost Marshal Office and be entered into a registry system

**g. Required action.**

(1) During installation in processing at the gaining installation, Personnel Offices will capture relocation orders with personal identifying information (PII) from incoming personnel and provide it to the Provost Marshal Office (PMO) to process against national sex offender database (Department of Defense (DOD) and Army regulatory change – AR 600-8-101).

(2) Revise AR 690-300 and AR 614-30 to advise personnel (civilian and military) that sponsor's and their Family members' PII will be captured during in processing and processed against the national sex offender database (Army regulatory change).

(3) Revise civilian and military Human Resource web sites and recruitment announcements to reflect that sponsor's and their Family members' PII will be captured

during in processing and processed against the national sex offender database.

(4) Require all convicted sex offenders (who are required by the conviction to register in any state) and are authorized a DOD ID/IAC to register with the installation PMO (DOD and Army regulatory change – AR 190-45).

(5) PMO will capture required sex registry offender PII, enter it into the Centralized Operations Police Suite (COPS) and provide a roster (with information required under the national sex offender registry) to the Garrison Commander (Army regulatory change – AR 190-45).

(6) Provide Garrison Commander the latitude to revoke authorization to reside in housing for sex offender misconduct or when the best interests of the Army for reasons relating to health, safety, morale, or welfare on the installation are concerned (Army regulatory change – AR 210-50).

(7) PMO will ensure monthly roster of current sex of-fenders is made available for public access and search. Example: a word document listing all registered sex of-fenders residing on the installation may be placed on the installation web site (AR 190-45). This process will require compliance with the Privacy Act.

(8) Based on identified number of sex offenders, determine if a new Army system must be developed, if Army data can be accessed through the national sex of-fender registry (requires memorandum of agreement with Department of Justice (DOJ)), or if a memorandum listing current identified offenders can be posted on the current Army websites (IMCOM) with a link to memorandum listing of offenders posted under Knowledge Online (AKO) website.

**h. Progress.**

(1) Progress.

(a) G-1 provided the Under Secretary of the Army an EXSUM regarding this issue (outlining DOD impact), which was sent to the Under Secretary of Defense for Personnel and Readiness (USD (P&R)). The OSD P&R (OSD Family Violence) is currently working the issue, but has not developed a timeline for policy revision.

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(b) Army G-1 convened an OCONUS Sexual Assault Offender Registry Working Group (WG) comprised of Department of Defense (DOD), Air Force and Army Staff proponents to address the issue recommendation's timeliness, legal, regulatory, personnel, assignment, cost, enforceability, and community safety impact.

(c) Research was conducted to establish issue merit validation. DoD provided insight to their development of a policy to address the issue. The Army WG reviewed the AFAP conference recommendations, outlined an action plan, and addressed the most cost effective means to address the issue.

Research is still being conducted to determine if Army sex offender data can be input to the National Sex Offender Registry. Based on this determination and the number of sex offenders that are identified, the Army will determine cost effectiveness of establishing a new system or posting a roster to current IMCOM web sites.

(d) On 30 May 07, the Department of Justice (DOJ) released altered system notice on the National Guide-lines for Sex Offender Registration and Notification; Notice. Based on the new guideline, the G-1 SAPR Office hosted OCONUS Sex Offender meetings with representatives from DOJ SMART (Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking) Office, INTERPOL, U.S. Marshal's Office, State Department, ASA (M&RA), OGC, OTJAG, OPMG, and F&MWRC to discuss joint way ahead based on new national registration requirements. Discussion focused on coordination efforts to address international movement of sex offenders who are required to register within the U.S., new registration guidelines, and the requirements under the 27 Jul 06 Adam Walsh Act. The SMART Office intends to revise system notice language to include the state the sex offender uses as their legal residence (ex: filing taxes). Coordination with this inter-agency working group is on-going to identify legal cooperative courses of action to address this issue.

(e) Expect issue resolution will have legislative, DoD and DA regulatory impact.

(2) GOSC review. At the May 07 GOSC, the issue was declared active.

**i. Estimated cost.** Cost analysis for establishment of a stand-alone Sex Offender Registry for OCONUS is ongoing.

**j. Lead agency.** DAPE-HRH

**k. Support agency.** OSD (P&R), SAMR-HR, DAPM-OPS, DAJA-AL, IMWR-FP, AHRC, DAPE-MPO-D, DAPE-MPE, WSO-JTFSAPR, CCE, DAPE-CP, DAPE-MPE-PD, Department of Justice, Department of State, INTERPOL, US Marshals Service

### EUR 06-04: OCONUS TRICARE Dental Program (TDP) Lifetime and Annual Benefits

**a. Status.** Closed

**b. Entered.** May 06

**c. Final action.** Jul 06

**d. Subject area.** Medical

**e. Scope.** The cost of OCONUS off-post dental care for military family members quickly exceeds allotted maximum benefits. Due to limited appointments at Military Dental Treatment Facilities, Family member must go off post. Maximum TDP allowances are rapidly depleted due to unfavorable exchange rates. Cost of Family member dental care affects Quality of Life.

**f. Recommendations:**

1. Increase Lifetime and Annual TDP maximum payments
2. Apply annual average exchange rates to those payments.
3. Provide multiple dental insurance policy options for selection by the beneficiaries based on individual needs.

**g. Progress.** Due to dental manpower shortages and assignment gaps, Family member dental care is not always available in military Dental Treatment Facilities (DTF) s in the European AOR. Family member care is offered on a space available basis.

Approximately 40% of the dental care that is produced in the European DTFs, is accomplished on military Family members. However, due to the fact that care is not always available, and this is especially true for some specialty care such as orthodontics and or crown and bridges, Family members

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are advised to stay enrolled in the TDP during their assignment to Europe. When car is not available, Family members are referred to listed civilian host nation providers. The cost of dental care in Germany and the United Kingdom is usually very commensurate with the charges for care in the US.

Currently the government pays for 60% of the premium cost for the TDP and the sponsor pays for 40% of the total premium cost. Cost s to the military member is currently \$10.51, for a single dependent, and \$26.27 for a Family.

Increasing the maximum benefits for yearly and lifetime orthodontic care in the TDP would result in an increased premium cost to all enrolled TDP beneficiaries. During negotiations for the last renewal of the TDP contract, increased benefits amounts for Family members were considered to be prohibitive, and consequently the benefit amounts were left at the current levels.

Due to potential changes in the value of the dollar to local currencies, the OCONUS dental program received permission for the government to pay the standard cost shares that members pay in the US for their dental care in a number of specialties. OCONUS the government currently pays the patient's cost share percentage of 20% on the cost of operative dentistry, and 40% on oral surgery, periodontics, and endodontic. The government is this offsetting any currency fluctuations by up to 40% on these specific dental treatments. In addition, OCONUS the government pays 50% of the total cost of orthodontic treatment, versus the normal \$1500 lifetime maximum available to TDP beneficiaries in the US.

In addition, service member do receive COLA payments from the services to help offset the fluctuation in the value of the dollar.

In researching multiple dental programs available in the US, none of the existing programs that are available offer the extent of beneficiary coverage or the lower pre premiums that we have with the TDP.

Offering additional dental insurance programs would merely complicate an already complicated program, and would not

offer any benefit to the active duty Family members.

**h. Lead agency.** TRICARE

### **EUR 06-05: Transportation of Child and Youth Activities.**

**a. Status.** Closed

**b. Entered.** May 06

**c. Final action.** Jul 06

**d. Subject area.** Childcare

**e. Scope.** There is an inconsistent or lack of transportation for Child and Youth Services activities, where buses are not provided for away games. Due to lack of transportation parents have to pay additional out of pocket expenses or have their kids not participated in away games. Provided transportation is a time and cost effective method and will help increase participation.

**f. Recommendation:**

a. Commit additional funds.

b. Specifically designate additional fenced funds for transportation for a Child and Youth Service activities outside a 75 mile radius.

**g. Progress.**

(1). Validation:

a. Transportation has been an on-going issue for CY in Europe. CY activities can request transportation support through their local DOL; however, DOL's ability to support CY is limited by their funding and their prioritized requirements.

b. Both EUCOM and Department of Army have tried unsuccessfully to secure new resources to address Europe's local transportation needs. These efforts continue today.

c. CY is funded form both appropriated (congressional dollars) and non-appropriated funds (parent fees). The appropriated funding does not include dollars for transportation, so those costs, if not covered by DOL or the parents of those participating in the activities, would have to be funded by the income received from the standardized parental fees.

**h. Staff Position:** IMA-E has consistently set parental fees at the lowest end of the Department of Defense Fee Range Scale. As a result of these low fees, the IMA-E CY net income before depreciation does not afford

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funding for transporting children to and from activities. Such transportation costs would require a considerable increase of patron fees.

**i. Lead Agency.** IMEU-MWD-C

### **EUR 06-06: Family Member Financial Support During Marital Separation**

**a. Status.** Closed

**b. Entered.** May 06

**c. Final action.** Jan 08

**d. Subject area.** Family Support

**e. Scope.** AR 608-99 does not require a service member to provide financial support to family members living in government quarters. Access to U.S. Courts to apply for support is generally not available OCONUS unless an applicant appears in person. This lack of support may result in loss of basic necessities for Family members until an agreement or court has been reached.

**f. Recommendation.** Amend AR 608-99 to require that a service member provides adequate financial support to Family members during marital separation.

#### **Required Actions:**

- |   | <b>Milestones:</b> |
|---|--------------------|
| 1. Judge Advocate makes recommendations.                      | 26 Sept 06         |
| 2. Proposed staff action coordination complete                | 4 Dec 06           |
| 3. Tasker with DCG XO   | 11 Dec 06          |
| 4. When the DCG signs the memorandum, guidance can be issued. |                    |

#### **g. Progress.**

1. Judge Advocate recommended that the Deputy Commanding General provide guidance to all garrison commanders on early return of dependents (EROD). The DCG memorandum would be accompanied by two information papers, one outlining considerations for EROD, and the other highlighting other options and resources for supporting Family members.
2. The proposed staff action was coordinated among IMEU-PWD, IMEU-MWD, IME-COS, USAREUR G1, and USAREUR G6. It was

entered as Tasker 4348 in USATS on 4 December 2006.

**Jun 07 Update:** Checklist for Commanders was developed, and legal review of the same completed. DCG instructed that in addition to publishing the AE Supplement 1 to AR 55-46, the checklist be published on USAREUR website, and hard copy be provided to the USAREUR Commanders by 30 June 2007.

**Jan 08 Update:** Commander's checklist has been incorporated into AE Supplement 1 to AR 55-66 as AE form 55-46A. A revised supplement was published on 29 June 2007 and copies of the checklist distributed to all subordinate commanders on 13 November 2007.

**h. Lead Agency.** AEAJA-MC

**i. Support Agency.** INCOM-Europe FAP

### **EUR 06-07: Social Security Number Usage**

**a. Status.** Closed

**b. Entered.** May 06

**c. Final action.** Feb 07

**d. Subject area.** Family Support

**e. Scope.** Social security numbers are being used on unsecured military documentations to the extent of posing security risks. These security risks compromise personal and sensitive military information. Many installation-based organizations require said usage including Morale Welfare and Recreation. (MWR) and Non-appropriated Funds (NAF) activities.

#### **f. Recommendation.**

1. Review current military documents to verify necessity for social security numbers.
2. Implement information protection training programs for Army personnel.
3. Develop and standardize a service number that is unrelated to the social security number for Active Duty and past service members for use in one's military career and with installation-based organization.

**g. Progress.** This issue had been submitted to the HQDA AFAP; it was not prioritized by the HQDA conference and the issue was returned to Europe. HQDA commented that the issue is already being worked Office of Management and Budget, the Office of the

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Chief of Staff of the Army and is pending privacy act legislation.

**h. Lead Agency.**

### **EUR 06-08: Family Member Movement Option for Schoolbound Service Members**

**a. Status. Closed**

**b. Entered. May 06**

**c. Final action. Jan 08**

**d. Subject area. Family Support**

**e. Scope.** Army regulations do not authorize OCONUS Soldiers enroute to various schools the option of TDY and return. Soldier may move their Families accompany them to the TDY school (or other location) at their own expense. This may result in a disrupted school year for children, potential lost spousal wages and undue financial hardship.

**f. Recommendation.** Once a service member has been given a school date that requires a PCS moves, the service member should be afforded the opportunity to stabilize his/her Family until a new duty station had been determined. This could be done in two ways:

1. The service member is sent TDY and returns. Upon his/her return, the PCS period begins for travel to the new duty station or
2. The service member is PSC'd but the Family remains at the current duty station until a follow-up assignment has been determined. Once the follow-up assignment is known, the Family could be moved to setup the household prior to the service member's arrival.

**g. Progress.**

Talked to POC at HQDA DCS, G-1 on January 2007, and sent the DA Forms 2028 so he can determine if it is feasible to push them through their respective proponents.

**Jun 07 Update:** SME informed the Steering Committee that dependents may be authorized extension of their SOFA status during the period their sponsor is TDY or enroute training, or both, to his or her new PDS. The 90-day grace period provided for in the Supplementary Agreement to the NATO SOFA is waived during those periods. Soldier must request this exception, in writing, with supporting documentation, from NATO SOFA Office, USAREUR OPM. DCG remarked that

Commanders need to be better informed about this option and that it should be institutionalized as part of the orders process.

**Jan 08 Update:** SME reported that a memorandum outlining movement options for Family member and retention of Government-controlled quarters, allowances, and SOFA status was signed by the Chief of Staff, HQ USAREUR/7A. SME also informed that the garrison commander will give final approval for exception to policy request.

**h. Lead Agency.** 1<sup>st</sup> PERSCOM

### **EUR 06-09: Joint MWR Service**

**a. Status. Closed**

**b. Entered. May 06**

**c. Final action. Jun 07**

**d. Subject area. Force Support**

**e. Scope.** MWR provides services to a broad community that includes all military branches (including retirees), DOD civilians, and foreign affairs agencies. The US Army funds USAG Brussels MWR solely based on the identified Garrison population. USAG Brussels provides support to a community that significantly exceeds the scope of source funding.

**f. Recommendation.**

1. Fund MWR Services based on actual United States government population in the community.

2. Establish a Joint Interservice Regional Support Group (JIRSG) to identify and facilitate adequate funding for inter/intraservice joint MWR programs at USAG Brussels.

3. Review all MWR policies and directives to establish clear lines of funding for integrated United States Government communities.

**g. Process.** Existing regulatory guidance and agreements govern the relationship between USAG Brussels and all authorized customers of MWR facilities. Authorized users include non-Army, non-DoD US personnel; certain non-US personnel; and the US element of NATO. Because the relationship between USAG Brussels and these different customer groups are governed by different rules and agreements, it is important to determine

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which agencies are not receiving adequate MWR service from USAG Brussels.

**Feb 07 Update:** The SME stated that clear lines of funding for USAG Brussels have already been defined in DoD policy and USAEUR Memorandum of Understanding; the Army is the responsible agent on Quality of Life issues for all service members assigned to the US element of NATO HQ in Brussels. USAG Brussels staff has been requested to provide specific funding shortfalls and raise them to IMCOM-E for resolutions. SME recommended issue be closed and CG concurred; however before issue closed, IMCOM-Europe to provide to USAG Brussels, in writing, the specifics of the recommendations for closing the issue.

**Jun 07 Update:** Memorandum issued all action completed.

**h. Lead Agency.** IMCOM-MWR

### **EUR 006-10/DA 612: Army Career and Alumni Program Budget Cuts**

**a. Status.** Active

**b. Entered.** AFAP XXIII, Nov 06

**c. Final action.** No (Updated: 16 Apr 08)

**d. Subject area.** Force Support

**e. Scope.** Current and future budget cuts seriously threaten the effectiveness of ACAP. The program assists Service Members (SMs) and their Families to be successful in their transition from federal service to civilian life. Approximately 11,000 SMs were retained on active duty in 2005 from briefings provided by ACAP. Loss of ACAP's employment assistance and support for job searches will result in higher unemployment rates, increased unemployment compensation and reimbursement costs paid by the Department of Army.

**f. Recommendations.**

(1) Eliminate future ACAP budget reduction.

(2) Expand the ACAP operating budget to maintain a viable program to serve SMs and their Families.

(3) Maintain professional staff to provide personalized services currently available.

**g. Required action.**

(1) Strengthen ACAP by support from top leadership recognizing the benefit of treating

transitioning Soldiers and Family members well.

(2) Commit to continuation of the program by continuing critical funding level of \$5,300K to sustain current operations. This level of funding is below the validated level of \$7,294K.

(3) Monitor and evaluate Lean Six Sigma implementation, enhanced ACAP availability for Soldiers.

(4) Move ACAP from Army G-1 Manning PEG to ACSIM Installation PEG.

**h. Issue History.** This was an OCONUS direct submit issue to the Nov 06 GOSC.

**i. Progress.**

(1) Validation. The Army meets the provision of Sections 1142 and 1143, Title 10 U.S.C. by the services it provides through ACAP, but elimination of Army funding in POM FY08-13 resulted in alarm among Army leadership in Europe regarding the viability of the ACAP. A Soldier's decision to leave active duty does not negate his or her sacrifices and dedication, and Soldiers and Family members assisted by ACAP during their transition depart with a positive experience of how the Army cared for their successful transition.

(2) The Lean Six Sigma study conducted by ASA(M&RA) was completed in Jun 07, and recommendations to improve ACAP, by expanding accessibility for Soldiers to receive ACAP Services utilizing WEB services and formalizing the ACAP "Remote" program, were implemented 28 Feb 08. The modification, called ACAP Express, allows Soldiers to access the menu of available ACAP services and schedule appointments for themselves from any location via the internet 24/7. Eligible Soldiers are able to utilize tools such as resume writer from the world-wide web in the same manner, whether or not they are near an ACAP Center. If they begin ACAP early on in the transition process, Soldiers and Family members are more able to take advantage of individual transition counseling and all the employment assistance offered by ACAP.

(3) Lean Six Sigma validated that the ACAP process in place is working efficiently and effectively. Since Mar 06 ACAP has identified

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cost saving initiatives such as restrictions on hiring of staff, travel of staff, and implemented a virtual Quality Assurance Program to further reduce travel requirements and expenditures. Any further funding reductions will impact delivery of services to Soldiers who deserve the assistance ACAP provides as they transition to civilian life.

(4) For FY 08 and FY 09, the Army continued to acknowledge a critical funding level of \$5.3M to sustain current operations. FY 08 has been funded at \$4.4M, and ACAP submitted a request for supplemental funding to off-set the funding shortage. In FY 09, The Army projects to provide \$4.87M the POM submission for FY 10 -15 has identified a revised critical level of funding. Beginning in FY 10, the funding level is projected to increase sufficiently to sustain the level of service that has been provided in recent years.

(5) The Stratcom for ACAP Express has revitalized the interest and command support for ACAP. A media blitz during Feb 08 utilized the Army Times, AR News, SRTV, the Pentagon Channel, and other outlets and highlighted the Army's new initiative. The Commander of Human Resources Command endorsed ACAP to other senior commanders, recommending use of ACAP Express as well as the full range of ACAP services. He stated that All Soldiers deserve the best possible start in the civilian world when the time comes to leave the Army, and ACAP provides the knowledge and skills to smooth the way.

(6) GOSC Review. The Dec 07 GOSC requested the issue remain active.

**j. Estimated cost.** In Mar 06, the Co-Chairman of the Army G-1 Manning PEG established a base funding ceiling of \$5.3M without inflation beginning in FY 07. Subsequently, additional adjustments reduced that level of funding to \$3.79M for the remainder of FY 07. The Re-source Management offices of G-1 and the Human Re-sources Command provided \$2.62M in supplemental GWOT funding to allow the program to continue operations through 30 Sep 07. FY 08 funding was projected at

\$4.87M, but the current funded amount is \$4.43M, insufficient to sustain the existing delivery of services.

**k. Lead agency.** AHRC-PDP-T

### EUR 06-11: Host Patient Liaison

**a. Status.** Active

**b. Entered.** AFAP Jul 06

**c. Final action.** Jan 08

**d. Subject area.** Medical

**e. Scope.** Patient Liaisons may lack requisite knowledge of medical terminology and background in order to be effective for Soldiers and Family members using Host Nation medical facilities. As the Army in Europe transforms and enduring communities rely more on Host Nation medical facilities, it is critical that Patient Liaison be knowledgeable about medical terminology and have a fluency in both English and the HN language.

**25 July 06 SCM:** CG directed issue be entered in European AFAP.

**f. Recommendation:** G1 educate attendees at command courses and installations on the issue.

**g. Progress.**

**Feb 07 Update:** CG directed that Garrison Commanders will poll communities for their feedback on the HNPL and report back to the BOD within 60 days.

**Jun 07 Update:** In accordance with the CG with the 2 FEB 07 Steering Committee directives, IMCOM-E polled Garrison Commanders for feedback from their communities on the HNPL. IMCOM RD reported to BOD the 9 direct report Garrison Commanders responded that community members experience with HNPL position was positive. Community members recommended an additional HPNL position be created to deal with dental care concerns. DCG stated that education about the HN care is a continuous process; elements such as manpower, turnover and quality require ongoing emphasis. Venues such as town hall meetings should be used to continue informing community members about the HNPL.

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**Jan 08 Update:** SME reported that all original recommendations have been addressed.

**h. Lead Agency.** ERMC & G1

### **EUR 06-12/DA-543: Family Readiness Support Assistant**

**a. Status.** Completed

**b. Entered.** AFAP XX, Nov 03

**c. Final action.** AFAP XXIV, Dec 07 (Updated: 9 Oct 07)

**d. Subject area.** Family Support

**e. Scope.** The Army's current deployment posture has overwhelmed the resources of Rear Detachments and Family Readiness Group (FRG) leaders. Operating a FRG properly can be daunting for volunteers and unit leadership and requires full-time planning and support. Providing assistance to the FRG leader and Rear Detachment in operating the FRG will decrease volunteer stress and ensure the effective interface between family assistance and family support. The significance of a properly operated FRG allows deployed Soldiers to remain mission focused while sustaining their families' wellbeing.

**f. Recommendation.** Authorize and fund a unit Family Readiness Support Assistant (FRSA).

**g. Progress.**

(1) Issue history. This issue includes the OCONUS direct submit issue to the Nov 06 GOSC titled Permanent FRSAs. The Army recognizes that FRSAs are vital to Army commands. FMWRC agreed with the recommendation and requested the inclusion with this issue.

(2) Validation. In Apr 03, the Secretary of the Army visited Forts Bragg, Stewart and Campbell to speak with FRG leaders and Rear Detachment (RD) Commanders. The consensus of the FRG leaders and RDs was that the Army was asking a great deal from its volunteer FRG leaders and they needed some help with administrative and logistical requirements to maintain contact with the Families while the unit was deployed.

(3) Implementation. Each MACOM used directed over hires or centralized contracts to provide FRG Deployment/Support Assistants

at Corps, Division and Brigade levels. The FRG Support/Deployment Assistants do not replace volunteer FRG leaders, but provide administrative/logistical assistance to the volunteer leaders which allow them to concentrate their efforts in assisting Families. These assistants were hired during 4th Qtr FY04 for fifteen months. Commanders redirected mission funds to sustain FRSAs pending receipt of supplemental funds. (4) FMWRC memorandum, dated 28 Oct 05, stated that FRSAs are mission funded requirements.

(5) During the Jan 06 GOSC, the Vice Chief of Staff, Army directed FMWRC to restaff the issue with Director of the Army Staff (DAS) oversight to determine whether FRSA positions should be funded and managed by IMA or the commands. The commands were asked to identify their FRSA requirements/source of funding and their position on whether FRSAs should be managed and funded by IMA or the commands. On 12 Apr 06, the VCSA approved current FRSA model of command funded/managed FRSAs.

(6) A VCSA blue note (1 Nov 06) tasked FMWRC to determine FRSA requirements and to work with G-3/7 (DAMO-FM) to develop a concept plan to standardize FRSAs across the Army down to deployable battalion level. The VCSA also directed that the status of the concept plan be briefed at the quarterly Army Campaign Plan meetings.

(7) The FMWRC submitted the concept plan in Feb 07.

The ACSIM signed it on 20 Feb 07 and forwarded it to G-3/7 DAMO-FMP for processing and staffing.

(a) The Army plan proposes a standard FRSA support model of one Department of the Army Civilian (DAC) to support the Army's Active Operational Forces at battalion level. Standard FRSA support will be aligned with each Corps Headquarters (Hqs), Division Hqs, Brigade Combat Team Hqs, Multi-functional Support Brigade Hqs and Battalion Hq. The FRSA support for INSCOM's tactical battalions is included within the FORSCOM annex.

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Army TDA commands, Training and Doctrine Command (TRADOC), Medical Command (MEDCOM) and Army Materiel Command (AMC), requirements will be managed by exception. Any exceptions to the Army standard

FRSA model must be approved by the G-3/7/FM.

(b) The standard FRSA support model for the Army National Guard (ARNG) is area based and will be one DAC at all Army National Guard Joint Force Hqs except for California, Texas, and New York which will have two FRSA assigned. This FRSA structure is currently in place and meets the ARNG's needs. The standard FRSA support model for the USAR is area based at USAR functional and operational commands.

(8) In Jul 07, the Director of Force Management approved the concept plan to place 1011 FRSAs in deployable Active, Guard and Reserve battalions. Subsequently, the Secretary of the Army and the Chief of Staff of the Army approved authorizations and funding for the positions.

(9) Funding for the FRSAs was through GWOT for FY08-09. The FY08 GWOT funding was distributed to the Army Commands, and FRSAs will compete for authorizations in the FY10-15 POM. As of 27 November 2007, 669 FRSA positions have been hired by Army Commands, and personnel actions are on-going for 342 vacancies.

(10) GOSC review.

(a) Jun 04. GOSC was updated on the hiring of FRG Deployment Assistants at forward deployed MACOMS.

(b) Jan 06. The issue remains active. VCSA restaffed the issue with DAS oversight to determine whether FRSA positions should be funded and managed by IMA or the commands.

(c) Nov 06. The DAS stated that, based on the VCSA's direction on this issue, all funding streams would be reviewed. The DAS also reiterated the importance of clearly defining the roles of the ACS mobilization/ deployment program manager and the FRSA. The GOSC agreed to include OCONUS direct

submit issue in this issue. The issue will remain active.

(11) Resolution. The Dec 07 GOSC declared the issue complete. Funding for FRSAs has been distributed to the Army Commands through GWOT funding. During discussion, TRADOC requested 17 FRSAs and SMDC requested one FRSA. The VCSA approved those requests.

**h. Estimated cost.** \$45M funds 1011 FRSA positions for the Active, National Guard and Army Reserve in out years; GWOT for FY08 and 09; will compete for authorizations in POM 10-14.

**i. Lead agency.** IMWR-FP

**j. Support agency.** FORSCOM, USAREUR, USASOC, USARPAC, USARC, ARNG

### EUR 06-13: Impact of Frequent Deployments

**a. Status.** Closed

**b. Entered.** AFAP Jun 06

**c. Final action** Feb 07

**d. Subject area.** Force Support

**e. Scope.** There is not official policy in place for minimum time on station for individuals or units between normal Army deployments of 12 months. This lack of policy may result in both unties and individuals serving consecutive deployments without sufficient time between them. The frequency and duration of deployments have a negative impact on Soldiers, Families, and the Army as a whole.

**f. Recommendation.**

1. Develop a policy to decrease deployment duration to 6 months.
2. Increase unit stabilization period to double the length of deployment.
3. Mandate that individual stabilization period is equal to or greater than the most recent deployment.

**g. Progress.**

1. Validation:

- a. In accordance with the DA Personnel Policy Guidance (PPG), the Army's goal is to provide Soldiers stabilization at their permanent duty station (PDS) equivalent to one month for every month deployed to a dependent-restricted theater. Stabilization commences

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on the date the Soldier arrives at his/her new PDS or redeploys to their PDS from a combat or operational deployment. However, based on immediate and critical operational needs, a Soldiers' period of stabilization may be terminated early if approved by appropriate authorities; remobilization of RC individuals requires the approval of OSD and terminating the period of stabilization for AC Soldiers requires the approval of the first general officer in the chain of command.

b. The Adjutant General Directorate (TAGD) recently published MILPER MSG 06-004, *Procedural Changes For Establishing OCONUS Dwell Time*. The definition of "dwell time" is similar to "stabilization" in that the MILPER Message defines dwell time as the time a Soldier spends at home station between combat deployments, operational deployment (non-combat), or dependent restricted tour. This policy and procedure was created to track the actual time a Soldier spends away from home station. Dwell time is now recorded in Section I on all OERs/NCOERs. The Army's intent is that by giving greater visibility to dwell time, commanders and human resource managers will be better able to track and manage the amount of time a Soldier spends away from home station so that frequent deployments will not occur.

**h. Staff Position.** USAREUR G1 will continue to maintain coordination with DA G1, Human Resources Command and the TAG to monitor updates to personnel management policies and will ensure commanders and personnel managers in theater are aware of their responsibilities in helping to monitor, assign and make management decisions impacting USAEUR Soldiers.

**i. Lead Agency.** USAREUR G1

### **EUR 06-14: Living Quarter Allowance (LQA) for All Local Hires GS-08 and Below.**

**a. Status.** Closed

**b. Entered.** AFAP Jun 06

**c. Final action** Feb 07

**d. Subject area.** Force Support

**e. Scope.** Local hires GS-08 and below are not always authorized LQA. USAREUR regulations

690-500.592 states GS-09 and above are entitled to receive LQA. Some GS-08 and below positions remain vacant or experience high turnover rates due to lack of LQA as an incentive. Not receiving LQA may decrease quality of life for local hire GS-08 and below personnel and their Families.

**f. Recommendation.** Change USARUER Regulation 690-500.592 to authorize all local hire GS-08 and below to receive LQA.

**g. Progress.**

a. In 1998, USAREUR revised its policy on the payment of LQA to comply with the intent of the 1997 Department of Defense Regulation on overseas allowances and differentials. The stated intent under Department of Defense Directive 1400.25, Subchapter 1250.41 is "Overseas allowances and differentials (except the post allowance) are not automatic salary supplements; nor are they entitlements. They are specifically intended to be recruitment incentives for U.S. citizen civilian employees living in the United States to accept Federal employment in a foreign area. If a person is already living in the foreign areas, that inducement is normally unnecessary, Subchapter 1250.4.2 provides that: "Individuals authorized to grant overseas allowances and differentials shall consider the recruitment need, along with the expense the activity or employing agency will incur, prior to approval." The USAREUR LQA policy represents a conscious decision to limit payment of LQA to those employees who meet the predetermined requirements and the intent of the Department of Defense Regulation.

b. Under Army in Europe Regulations 690-500.592, there is an exception to policy on granting LQA. Applicants selected for hard-to-fill positions or career program positions below the GS-09 level may be granted LQA in these special situation.

c. Authority is granted to allow LQA for employees in the overseas area by State Department, Department of Defense, and theater regulations. Our regulation, Army in Europe 690-500.592, properly restricts the payment of LQA for grade levels below GS-09. A change to grant LQA to all employees in

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grades GS-07 and GS-08 would be cost prohibitive.

**h. Lead Agency.** ADCS G1

### **EUR 06-15: Teacher Evaluation Process in DoDDS Europe.**

**a. Status.** Closed

**b. Entered.** AFAP Jun 06

**c. Final action** Feb 07

**d. Subject area.** Education

**e. Scope.** The current teacher evaluation process does not meet the learning expectations of today's students. The length of the evaluation sessions, the lack of direct student input, and principal bias are all possible components of an unsatisfactory evaluation process. Improper evaluations could lead to an unsuccessful learning environment for the students.

**f. Recommendation.**

1. Implement 360 degree feedback mechanism in place to include peer to peer.
2. Require superintendents to review the development of teacher's professional skills.
3. Include students' input in teachers' evaluations.

**g. Progress.**

1. Validation.

a. DoDDS Europe has over 3,500 teachers. The current teacher evaluation system is governed by DS Regulation 5430.9 as well as the negotiated agreement between DoDEA and the Overseas Teachers Association. Performance appraisal and the resulting rating are parts of the DoDDS personnel management program. The performance appraisal process is used for improving performance to more efficiently accomplish the mission of DoDDS. The performance appraisal results shall be used to strengthen supervisor-employees relationships, improve individual performance by keeping employees aware of their supervisor's judgment on their work performance, recognize and reward those whose performance so warrants, and to help in the decision-making process for remedial or developmental training, reassignment, promotions, reduction-in-grade actions, retraining, and removing employees. The

primary objective of the classroom teacher evaluation procedure in the negotiated agreement is the improvement of instruction. The primary objective of the evaluation of other unit employees, as set forth herein, shall be the improvement of the services which are provided by such unit employees and which are designed to enhance and complement the educational process.

b. The performance of all unit employees shall be evaluated according to appropriate Office of Personnel Management requirements. The evaluator shall take into consideration any circumstances that may adversely affect an employee's performance, such as class size, special learning disabilities, physical facilities, multiple duty assignments, geographical difficulties, time constraints, and involuntary reassignments. According to the agreement DoDDS E shall apply the performance standards in such a manner that a fully competent employee can reasonably be expected to attain them.

c. All unit employee observations shall be preceded or followed within a two (2) school-day period by a conference between the supervisor and the employee in order for he employee to explain his/her objectives and plans for that class.

New teachers and at least one third of the teachers must be observed by the supervisor at least twice during the school year. All other teachers must prepare a professional growth plan than is discussed with the supervisor on an annual basis. The professional growth plan is designed for the teacher to research current practices in education and to implement strategies to improve their own teaching skills as well as student achievements.

Sometimes teachers collaborate on their professional growth plan and work together on a specific goal. Teachers on the professional growth plan are evaluated on their performance an element annually on satisfies or does not satisfy basis. Teachers submit their professional growth plan to principals and district superintendents on an annual basis. Superintendents review the performance rating of all teachers in their

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district. A review of stateside professional appraisal programs for teachers revealed that most systems do not include student input into teacher evaluation.

**h. Staff Position.** This is a DoDEA issue that is above the level of DoDDS Europe. Any changes that would occur regarding the teacher performance appraisal process are negotiated at DODEA in accordance with DS Regulation 5430.9 and in collaboration with the Federal Education Association and the Overseas Federation of Teachers.

**i. Lead Agency.** DoDDS

### EUR 06-16: Non-Chargeable Rest and Recuperation (R&R) Leave

**a. Status.** Closed

**b. Entered.** AFAP Jun 06

**c. Final action** Feb 07

**d. Subject area.** Force Support

**e. Scope.** Soldiers are charged regular leave during R&R. In order for a Soldier to qualify for R&R, they must be deployed for a minimum of 12 months. Due to the fact that Soldiers have to use their leave, many may opt not to take R&R because they may end up with a negative balance. By not taking R&R, it may adversely affect the morale of the individual, unit, and Family.

**f. Recommendation.** Amend Army Regulation 600-8-10 to specify R&R leave as non-chargeable.

**g. Progress.**

1. Validation:

In March 2005, the USAREUR CG submitted a request through the Army G1 to OSD requesting a policy change to make R&R leave non chargeable. OSD did not support the proposal for several reasons to include the request being inconsistent with the Department's strong support for the Special Leave Accrual (SLA) provision and future legislative efforts to authorize the expansion of leave sell back. Additionally, ODS requested "cost and quantitative data" to support leave deficit before entertaining any further proposals on the issue.

Both the Army G1 and USARUER G1 reviewed Army wide leave data at the end of FY05. The research revealed that although few Soldiers

had a leave deficit upon redeployment, the vast majority of Soldiers had a leave surplus. In late 2005, the Allowance Committee (PDTATAC) at a Military Advisory Panel (MAP), but it was supported by the other services.

**h. Staff Position:** Commanders may authorize up to 30 days of advance leave for Soldiers who have leave deficits due to situations beyond their control.

**i. Lead Agency.** USAREUR G1

### EUR 07-01: Medical Staffing During Deployment Cycles.

**a. Status.** Unattainable

**b. Entered.** AFAP Apr 07

**c. Final action** Jun 07

**d. Subject area.** Medical

**e. Scope.** There is inadequate medical support staff within the Army medical system at operational and clinical levels.

Support staffs that areas available are tasked to numerous deployment duties. This prevents support personnel from providing direct support to primary health care providers at clinics. This reduces overall Army readiness and deployment ability.

**f. Recommendation.**

1. Increase the number of authorized support personnel in medical clinics.

2. Assign staff to specifically perform deployment responsibilities.

3. Demand that staff levels match deployment requirements.

**g. Progress.**

1. Validation.

a. Staffing for all fixed medical facilities is based primarily on population of beneficiaries.

b. Current Army requirements to support GWOT and other related missions have engendered many short-fuse staff deployment situations. Unfortunately these missions impact all Army fixed medical facilities to varying degrees.

c. While many of these taskings/deployment cannot be forecast far in advance, medical Commanders so have the possibilities of generating short tem replacements for staff deployment losses through temporary hiring

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and contracting of necessary personnel skills or rotation of backfill personnel on a TDY basis.

d. Presence of comprehensive civilian medical networks (TRICARE) are also considered in developing temporary and long term solutions in support of the Army medical activity.

Jun 07 Update: Recommendation from the conference were already implemented.

**h. Lead Agency.** MCEU-RM

### **EUR 07-02: Inconsistent State Income Tax**

**a. Status.** Closed

**b. Entered.** AFAP Apr 07

**c. Final action** Jun 07

**d. Subject area.** Force Support

**e. Scope.** Military pay scale does not match civilian counterparts even with current entitlements. Military members are relying on welfare programs such as Women, Infants and Children (WIC) and food stamps to meet basic needs. Also, not all military personnel are exempt from paying state income tax.

**f. Recommendation.** Grant exemption from paying state income taxes to military members serving outside their legal residence.

**g. Progress.**

1. Validation:

5 U.S.C. 5517 and Executive Order No. 11997 dated June 22, 1977, provide for withholding State income taxes from the compensation of Federal employees and members of the Armed Forces if an agreement has been entered into between the Secretary of the Treasury and the proper official of the State. These agreements constitute the basis by which Federal agencies withhold State taxes from the compensation of members of the Armed Forces. These regulations prescribe the requirements for entering into agreements between the Secretary of the Treasury and the States.

The Soldiers' and Sailors' Civil Relief Act of 1940, as amended (50 U.S.C. App.574) provides, in effect, that for purposes of State income tax liability, a member of the military service shall not be regarded as having lost his/her residence or domicile in his/her

"home" State solely because the member is absent under military or naval orders; not shall the member be regarded as having acquired a residence or domicile in any other State solely because of such absence. It also provides that a State (other than "home" state) cannot tax the income of a member of a military service merely because the member resides and/or performs his/her official duty there.

**h. Staff Position:** State tax withholding is a determination made by each individual state. Each state determines its own rules for collecting state taxes. Currently only six state with state income taxes exempt Soldiers from paying state taxes in some form. The remaining state has no state income tax or collect taxes from Soldiers. In order to effect a change each state would have to be lobbied individually.

**Jun 07 Update:** SME advised that issue was unattainable

**i. Lead Agency** FINCOM

### **EUR 07-03: Visual Security Barriers in Single Living Quarters**

**a. Status.** Closed

**b. Entered.** AFAP Apr 07

**c. Final action** Jan 08

**d. Subject area.** Force Support

**e. Scope.** There is a current lack of visual security on barracks room doors. Not all barracks room doors Army wide are equipped with peep holes. The inability to visually verify individuals poses a threat to physical security.

**f. Recommendation.** Install a peep hole on all barracks room doors.

**g. Progress.**

1. Validation.

a. All new barracks and those modernized to 1+1 in the past 10 years have peep holes installed in their room doors. This is a requirement of the IMCOM-Europe barracks design guide.

b. All barracks room doors are required to be fire rated. In order to meet fire code, these peep holes must be installed by the manufacturer of the firer door.

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c. Peep holes installed by other than the door manufacturer voids the fire rating of the door.

d. New fire rated doors with built-in peep hole costs approximately \$2100 per door.

h. Staff Position: Barracks at enduring locations without peep holes will be retrofitted as barracks 1+1 modernization continues. New barracks will continue to be constructed with peepholes. The limited number of barracks at non-enduring installations having door without peep holes will likely not see retrofitting due to the expense associated with fire rated doors.

**Jun 07 Update:** SME advised that guidance is being sent to the garrisons on installation of visual security barriers. Installation of barriers (peepholes) should start as soon as funding is received. SME estimated that between 7,000-10,000 doors require such installation, project completion anticipated by end of FY 08.

**Jan 08 Update:** 16259 doors that required viewers only 1043 remain without viewers; however,, these are scheduled fir completion by June 2008.

**h. Lead Agency. IMEU-PWC**

### EUR 07-04: Standard Housing Counseling for Soldiers

**a. Status. Closed**

**b. Entered. AFAP Apr 07**

**c. Final action Jan 08**

**d. Subject area. Force Support**

**e. Scope.** If the Soldier is required to vacate his leased housing due to no fault of his own and find new housing, according to the current regulations, the Soldier must pay for this move themselves. In contrast, if a Soldier is told that they must move from government quarters, through no fault of their own, the military will fund a full cost move and the Soldier does not face the financial hardship. Unfunded moves create an undue hardship on the Soldier and his Family.

**f. Recommendation.** Change regulation to authorize government transportation for Soldiers incurring "no fault" moves.

**g. Progress.**

1. Validation.

Past USAREUR policy allowed arriving Soldiers to live off post if they wished. They could even move out of government quarters in favor of private rental accommodations at their own expense at later a later date. In both situations, choosing private rental housing was voluntary. Present USAREUR housing policy, dated 4 January 2007, requires Soldiers and their command sponsored Family members to be assigned to available on-post housing. Only when adequate housing cannot be provided within thirty days do Soldiers have an option. Just as in the United States, private rental contracts in Europe are civil agreements between landlords and the renters. If a landlord requires a Soldier to vacate private rental housing, it is a matter between that Soldier and the landlord. If the Soldier wants to dispute the move, it is a civil matter to be adjudicated by local legal authorities. In any case, there are no provisions for the government to fund relocation.

**h. Staff Position:** Living in private rental housing in all cases is voluntary unless adequate government quarters cannot be made available. All housing units are considered adequate. In addition, if a Soldier has a dispute or other problems in a private rental contract, it is a civil authority to settle. Therefore, the USAREUR G1 and IMCOM-E do not concur with changing current regulations or directives to pay Soldiers who volunteered to reside off post and then were forced to move to another location.

**Jun 07 Update:** SME informed Steering Committee that AE Supplement 1 to AR 10-50 had been revised and is at the G6 for editing. The information recommended by conference delegation was part of the supplement's revision. DCG requested that the Soldier's receive information reference the government funded moves in the community in and out processing briefings. Issue will be updated as to each community's compliance with updating above briefings and status of supplement publication.

**Jan 08 Update:** SME reported that the IMCOM-Europe Engineering Division Chief provided a memorandum to all garrison

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housing managers that clarified guidelines on Government-funded moves. Solider newcomer and in processing briefings have been modified to incorporate the guidance. AE supplement 1 to AR 420-1 has been revised, and after legal review, the supplement with relevant guidance will be published on or about 31 March 2008.

**i. Lead Agency.** USAREUR G1

### **EUR 07-05: Overseas Assignment Policy at Camp Darby**

**a. Status.** Closed

**b. Entered.** AFAP Apr 07

**c. Final action** Jan 08

**d. Subject area.** Family Support

**e. Scope.** There are limited Family care resources and facilities at Camp Darby. Examples include: no high school as of 2007, dental care not provided for young children and very limited spouse employment opportunities. This creates a hardship on Families living overseas in a remote location.

**f. Recommendation.** Recode and reclassify Camp Darby as an unaccompanied tour or invest more funding for Family services and support functions (i.e. school, dental, youth services, and spouse employment).

**g. Progress.**

1. Validation. Per POC in USAREUR/7A G1, the first part of issue recommendation regarding reclassifying Camp Darby as an unaccompanied tour has been deleted. POC at CHRA stated that spouse employment opportunities are governed and are the same at Camp Darby as at other Army sites. The Region Child and Youth Services (CYS) and the Livorno CYS Program manager have a plan to reorganize the Camp Darby youth program in light of the changes to the school location. They are re-working their program hours to be open later in the evening and more weekends due to the travel times to and from the school in Florence. Dental services are governed by Army policy and are the same throughout Europe. First priority is to provide services to the Soldiers. Families are to use TRICARE for services.

**h. Staff Position:** IMCOM-Europe is committed to providing our Soldiers and

Families the best installation services possible. Installation services are defined by the Army as common levels of support (CLS) services and funded to specific performance levels. IMCOM's strategy is to maximize services in line with guidance and resources provided by the Department of Army. The IMCOM-Europe Plans Division tracks this performance and identifies areas where additional resources are required. At this time, Camp Darby is funded to the levels directed by HQDA. If additional requirements are identified at the installation, the Garrison Commander and/or senior mission commander may input these through the appropriate mechanisms to HQDA.

**Jun 07 Update:** A new web based application Plan My Move (PMM) provides information on 257 major installations from Army (including sub-communities), Air Force, Navy, USMC and DLA. It is a companion application to Military Installations (MI). Websites are updated installation information changes. The IMCOM-E ACS Regional Relocation Manager has oversight for Army in Europe. Jan 08 Update: All European installations have established Defense Installation Messaging Service accounts and have current data listed on their homepages. Army Community Service (ACS), IMCOM-Europe, has oversight of installation activities and conducts random tests for website accuracy. Installation ACS center points of contact (POCs) offer sponsorship training to units.

**i. Lead Agency.** IMCOM-E ACS

### **EUR 07-06: Portion Size and Healthier Options in School Cafeteria**

**a. Status.** Completed

**b. Entered.** AFAP Apr 07

**c. Final action** Jan 08

**d. Subject area.** Education

**e. Scope.** AAFES school lunch program does meet current USDA nutritional guidelines but often does not take into consideration portion sizes. USDA nutritional guidelines specify that school lunches meet 1/3 of the calories needed by school-age children. Portion sizes are inadequate for maturing students and often leave children hungry. With the

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addition of the 'a la carte' line, students can purchase other items, like chips or pizza, which are not healthy choices. Parents trust that schools are providing both a nutritional and filling lunch for their children. If the students are hungry, they are not maximizing their education potential.

### **f. Recommendation.:**

1. Increase portion sizes based on grade and age of the child instead of the current Kindergarten through 6<sup>th</sup> grade portion and the 7<sup>th</sup> through 12<sup>th</sup> grade portion.
2. Introduce more healthy food options (daily fresh fruit and vegetables, salads, etc.) on their 'a la carte' line.

### **g. Progress.**

1. Validation.

The AAFES School Meal Program is operated under the guidelines of the USDA National School Lunch Program. In accordance with USDA guidelines, AAFES develops meal pattern and nutrition standards (food portions and meal components) for the school Lunch menus based on student grade level K-6 or 7-12. These meals are subsidized to ensure the student gets: 1/3 of the RDA for calories, protein, iron, calcium and Vitamins A&C and less than 30% of calories from fat & less than 10% of calories from saturated fat. AAFES provides larger portions of some food items such as fruits, vegetables, grains and meat portions (depending on the entrée type) than the minimum while also avoiding excessive calories which can contribute to obesity in children. For those students that prefer more than one entrée without buying another full lunch AAFES offers the "Lunch Plus" option that allows students to purchase a second entrée at a reduce price. AAFES has been proactive in planning healthier options for SY06/07 as part of the mandated school wellness policies. The a la carte program offered are portion controlled (as mandated) supplemented with alternate healthy options. Options include items such as wheat bread pizza, yogurt, salads in place of entrees; 2.0 oz vitamin fortified muffins, and baked chips. Many of the foods in the program carry the Child Nutrition (CN) Label endorsed through the Food and Nutrition Service of the USDA to

contribute to menu and nutrient requirements for the National School Lunch Program the portions size served A La Carte resemble those recommended by the National Alliance for Nutrition and Activity.

**h. Staff Position.** The AAFES School Meal Program is operated under the guidelines of the USDA National School Lunch Program. IN accordance with USDA guidelines, AAFES develops meal patterns and nutrition standards for the school lunch menu based on student grade levels K-6 or 7-12.

**Jun 07 Update:** USDA (United States Department of Agriculture) Meal Program Guidelines.

SME related that AAFES School Meal Program operates under rigid and precise guidelines of the USDA National School Meal Program operated under rigid and precise guideline of the USDA National School Lunch Program. USDA standards must be followed in order to receive USDA subsidies and keep meal costs low. Portions cannot be enlarges without increasing price and compromising nutritional integrity of the meal. In adhering to the federal guidelines, the meals served are provided in age-appropriate serving sizes. Excess calories can contribute to obesity in children which a is major health concern. ERMCM Commander will research nutritional guidelines from the Office of the Surgeon General and the USDA. LEAD AGENCY changed to ERMCM. ERMCM will work with ICW AAFES.

Jan 08 Update: SME reported that the Army and Air Force Exchange Service School Meal Program adheres to and fully operates under the guidelines of the USDA National School Lunch Program. Meals are provided in age-appropriate serving sizes. SME recommends giving parents the option to purchase additional "Lunch Plus" coupons for their children to supplement the full meals served.

**i. Lead Agency.** ERMCM, AAFES

### **EUR 07-07: OCONUS Classroom Based Defensive Drivers Course**

**a. Status. Completed**

**b. Entered. AFAP Apr 07**

**c. Final action Jan 08**

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### **d. Subject area. Force Support**

**e. Scope.** OCONUS US ID cardholders do not have the opportunity to receive classroom based defensive driving education. Available online based course do not replace classroom instruction or effectively reach all learning types. Prospective drivers lack knowledge of defensive driver education curriculum will enhance the safety and well being of prospective drivers.

**f. Recommendation.** Provide a classroom based defensive driving course, without licensing, for US ID cardholders.

### **g. Progress.**

**Jun 07 Update:** SME advised that classroom based defensive driving (without a licensing option) is currently available to ID cardholders at each US Army Garrison (USAG) in Europe. This classroom training consists of an orientation on driving in Europe and Intermediate Drivers Training. Additional advanced drivers training will become available at each USAG in Europe no later than 1<sup>st</sup> quarter of FY08. % hours of online defensive driving course are also available to ID cardholders thru the Combat Readiness Center University. DCG directed that this issue be closed in 30 days upon completion of the following: a comprehensive information paper be written and published within 30 days.

The information paper will be coordinated with DoDDS, IMCOM EUROPE Safety Office and the IMCOM EUROPE Provost Marshall.

**Jan 08 Update:** SME reported that general information and a list of training and identification of providers is being published in the last month of each quarter in the Stars and Stripes newspaper. It is also published through the public affairs office in garrison papers and media. The publication will be updated each quarter as necessary.

**i. Lead Agency.** DoDDS, IMCOM-E Safety Office

### **EUR 07-08: Veterans Administration Benefits Education**

**a. Status. Completed**

**b. Entered. AFAP Apr 07**

**c. Final action Jan 08**

### **d. Subject area. Force Support**

**e. Scope.** Soldiers are not being educated on their Veterans Administration entitlements throughout their time in service. Currently, Soldiers are not receiving consistent standardized briefing prior to exiting the military. Additional mandatory standardized briefings will prepare Soldiers who are faced with benefit related issues that are not visible at the time of their separation. Type and quality of briefings vary upon location. As direct result, Soldiers and Retirees are not receiving their full benefits.

### **f. Recommendation.**

1. Mandate an annual training requirement for all Soldiers to receive a benefits brief by a Veterans Administration Representative.
2. Establish standardized briefing for all Soldiers.

### **g. Progress.**

1. Validation.

a. No mandated training requirement currently exists for all Soldiers to receive annual Department of Veterans Affairs benefits briefings. Department of Veterans Affairs representatives TDY from CONUS periodically conduct VA benefits briefings in military communities throughout the year; attendance is voluntary. Prior to this year, representatives were in country and providing briefings for 9 months a year (Jan-Sep).

b. These benefits briefings follow a standardized outline and use prescribed briefing slide and script. The counselors receive additional training prior to coming to Germany. Benefits briefings are 4 hours long and include breaks as well as question and answer session.

c. Currently, only Soldiers who have completed their Army Career and Alumni Program pre-separation counseling and have indicated their desire to participate in a briefing (see item 17, DD Form 2648) are highly encouraged to attend a briefing prior to actual separation or retirement.

d. There have been discussions between Department of Defense and Department of Veterans Affairs to make attendance at benefits mandatory for all separating or

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retiring service members. No final decision had been made as of this time.

**Jun 07 Update:** This issue will be submitted to the HQDA AFAP conference, scheduled for 3-7 Dec 2007 in Alexandria Virginia. The issue status is pending outcome of the DA conference and no further action is required in Europe. Issue disposition form DA conference will be provided at next Steering Committee Meeting.

**Jan 08 Update:** Issue forwarded for inclusion into DA AFAP, but returned to USAREUR/7A as recommendations have been implemented through an AKO portal.

**i. Lead Agency.** IMEU-HRD-M

### EUR 07-09: Shipment of Privately Owned Vehicles

**a. Status.** Closed

**b. Entered.** AFAP Apr 07

**c. Final action** Jan 08

**d. Subject area.** Force Support

**e. Scope.** Currently, Privately Owned Vehicles (POV) shipment to OCONUS duty stations happens at a few select ports in CONUS. Soldiers not stationed near a port must drive to one, which could take up to several days and cause additional stress and hardships prior to that duty station. Making POV shipments more accessible will reduce the days off requested to make arrangements for the vehicle and decrease the amount that the Army pays the Soldier in Travel Pay to get the POV to the port of debarkation.

**f. Recommendation.**

1. Each major installation should have a vehicle processing station for vehicles to be shipped to OCONUS similar to those already available OCONUS.
2. Include on PCS orders to an OCONUS assignment that shipment of the vehicle to the nearest port of debarkation through private or Government shipping companies is authorized.

**g. Progress.**

a. Recommendation 1 is feasible. There is no statutory or regulatory requirement that directs the locations of a VPC. The location of VPCs is decided jointly by the four Services

based on cost and quality of life considerations.

b. According to the Surface Deployment and Distribution Command (SDDC), which manages the contract for the POV shipping program, the current locations of VPCs in the CONUS were established based on their proximity to both a major airport gateway and a water shipping port. This consolidates traffic near a place where both the member and POV enter and leave the CONUS; minimizing costs while providing members with the least burdensome drive. The St. Louis, MO and Dallas, TX VPCs were added in the 80's to relieve members in the mid-west from driving to a coast. The Army has previously looked at co-locating VPCs with CONUS installations, but determined it was too expensive. Operating the VPCs is the most expensive part of the VPC contract.

c. The VPCs in Europe were established in 1994. Because every member on an OCONUS installation has a POV shipping entitlement, every installation can produce a volume of traffic which makes a co-located VPC cost effective. By contrast, not every member on a CONUS installation has a POV shipping entitlement, only those that are going to an OCONUS assignment. A cost study could determine if a CONUS installation could generate enough volume to support an independent VPC.

d. This suggestion could be strengthened by including the argument that, in addition to improving quality of life for members performing an overseas PCS, a VPC located on an installation in CONUS would better support POV storage for deploying units. The CONUS installation is the entry and departure point for deployment. The same logic that currently supports co-locating the CONUS VPCs with airport gateways and water shipping ports to OCONUS duty assignments could be used to support co-locating VPCs with major CONUS power projection platforms.

e. Recommendation 2 is problematic. Authorizing shipment of a POV via a private commercial company is specifically

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prohibited by statute and would also violate the global POV shipping contract.

**Jun 07 Update:** This issue will be submitted to the HQDA AFAP conference, scheduled for 3-7 Dec 2007 in Alexandria Virginia. The issue status is pending outcome of the DA conference and no further action is required in Europe. Issue disposition form DA conference will be provided at next Steering Committee Meeting.

**Jan 08 Update:** Issued forwarded for inclusion into DA AFAP; however, issues was not prioritized by conference. DA SME reported that allowances are provided to Soldiers to offset costs.

### **EUR 07-10: Army Wide Exceptional Family Members Program (EFMP) Identification Process**

**a. Status. Active**

**b. Entered. AFAP Apr 07**

**Forwarded to DA AFAP Dec 08**

**c. Final action No (Update July 08)**

**d. Subject area Medical**

**e. Scope.** Soldiers are receiving orders prior to EFMP screenings being completed. Soldiers are being diverted to fulfill needs of the Army without regard to previously identified EFM's; possibly denying EFM's vital medical care, and prolonging separation of Family members from their sponsor. This negatively impacts our Families, affects the Soldier's individual readiness, and is a detriment to the accomplishment of the unit's mission.

**f. Recommendation.**

1. Mandate early screening of Family members upon Soldiers arrival to AIT or OBC or within 90 days of being enrolled in DEERS.
2. Include alternate acceptable assignments as determined by Medical Command on SM's PCS orders.
3. Delay issuing SM orders until the EFMP screening has been completed.

**g. Progress.**

Required Action: Milestone:  
N/A

1. Coordinate with TRADOC to identify the agencies at the respective CONUS in-processing centers to assist in establishing

procedures for EFMP identification and provide training to those respective locations prior to Soldier being assigned OCONUS. (In Progress)

2. Continue to track the number of Soldiers who arrives in OCONUS without Family and without screening (Ongoing).

3. Train unit S-1 office on proper processing Soldiers who arrive without Family and without EFMP screening. (Initial-In progress) Progress:

1. Issues addressed at the Army Medical Command EFMP Regional Medical Command (RMC) annual meeting June 08 with all Army EFMP managers and Directors.

2. Recommendations to Army Medical Command EFMP to initiate EFMP screening during in-processing at Basic Training, Advanced Individual Training, and upon arrival at Replacement Companies.

Recommendations were accepted by the Army Medical Command EFMP and RMCs.

3. Need to identify the individual agencies at each representative who would ask Soldier about Family members and obtain contact information which would be passed on to the local military health facility to initiate the screening.

4. All IMCOM-Europe Military Personnel Division (MPD) Chiefs were trained on the stateside screening process in March 2008 and checklists were developed to assist ACS EFMP managers, Health Clinic EFMP Case coordinators and MPDs with EFMP screening for various personnel actions.

These have been distributed to MPD, ACS, Health Clinics, and School Liaison Officers.

**h. Summary:** The EFMP USAREUR Working Group coordinated with Accessions Command pertaining to initial EFMP screening procedures. Recommendations to initiate EFMP screening during in-processing at Basic Training, Advanced Individual Training and upon arrival at Replacement Companies were accepted by Army Medical Command. Training has been completed in IMCOM Europe to assist personnel (EFMP managers, Health Clinic EFMP coordinators) with EFMP screening. SME advised continued monitoring of the new process at the region.

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The DCG stated that although much work has been accomplished to achieve a regional fix, forwarding this issue to DA would be an opportunity for a more comprehensive review of the EFMP screening process and address more than the entry level personnel screening process.

**i. Lead Agency.** ERM

### **EUR 07-11: Host Nation Dental Care**

**a. Status.** Closed

**b. Entered.** AFAP Apr 07

**c. Final action.** No (Update 24 Feb 09)

**d. Subject area** Medical

**e. Scope.** The Army Dental Program within OCONUS is not mandated to provide comprehensive dental care to family members. Difficulty for family members occur and coordination of dental appointments, billing, and management of dental insurance causing increased financial burden and stress.

**f. Recommendation:**

1. Establish a comprehensive list of adult and pediatric dental providers, to include comprehensive dental care, not limited to orthodontic and oral surgeons.
2. Mimic the TRICARE system, by hiring patient liaisons and patient representatives to coordinate appointments, claims and payments, perform site evaluations and resolve patient complaints.
3. Make contracts with German providers for standardized billing that does not permit pre-payment by eligible dependents.

**g. Progress.**

1. Validation: These issues, to include the three suggested "recommendations" as listed above, are all being currently addressed at the DoD/Tricare Management Agency (TMA) level. This issue, in its entirety, falls under the responsibility of the TRICARE Overseas Dental Program (managed by TMA). However, under the direction of the ERM and DENCOM Commanders, the ERDC Commander researched changes/improvements to the current TRICARE Overseas Dental Program that were staffed through the DENCOM, the ERM and presented to the TMA as suggested inclusion

in the next TRICARE Overseas Dental Program contract. The suggested changes/improvements include:  
A .Establish Dental Health Benefits Advisors (DBHAs) who will assist family members through the entire process of accessing host nation dental care to include the submission of claims.

b. Establish a preferred provider-like network of host nation dental providers that would have to meet certain criteria, as outlined in the future contract, before being allowed to receive reimbursement from the TRICARE Dental Insurance provider.

c. Establish the criteria that no family member patient will have to pay for dental treatment in advance.

**h. Staff Position:** Neither the DENCOM, the ERM or the ERDC have visibility of the status of this proposal at this time. All indications are that these proposed changes/improvements to the current TRICARE Overseas Dental Program were received favorably at the TMA and are being worked through the necessary agencies as necessary.

**Jun 07 Update:** SME explained this issue falls under the responsibility of the TRICARE Overseas Dental Program (managed by TRICARE Management Authority) and that the conference recommendations are already being addressed in contract negotiations at the DoD-Tracer Management Agency (TMA) level. The detail of the new contract should be released within the next 40 days. SME Advised that these proposed changes and improvements to the current TRICARE Overseas Dental Program were received favorably at the TMA and are being worked through the necessary agencies. This issue remains active.

**Jan 08 Update:** SME reported that TRICARE Management Activity (TMA) will soon release a new contract to address TRICARE Dental Program Overseas issues. Specific issues include increasing the member of host-nation providers, sustaining and strengthening existing host-nation dental partnerships, and eliminating requirements for up-front

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payments (except for cost share). The TRICARE Overseas Dental Office has customer service representatives to assist with location and support of Host-nation care; however, SME advised that benefit service advisors need to educate customers better about the services that are available. Clarity is needed on the distinction between preferred providers and verified providers. The CG directed that the ERDC provide the CG with a by-community map on preferred and verified providers and that the host-nation dental liaison component be incorporated into this issue. The CG requested that TMC overseas POC, attend the next Steering Committee meeting.

**July 08 Update:** A “preferred Dentist” program has been developed for OCONUS. Currently there are 80 “Preferred Dentists” in Germany and 10 in Italy. TRICARE Management Activity (TMA) plans to hire a dentist for Europe who will enhance the number of providers in the TDP host nation network and devote maximum effort to recruiting “Preferred Dentists”. Preferred Dentists” are being educated on claim filing procedures and have agreed to file their claims directly with UCCI. These dentists will be able to comply with the standardized billing procedures used in the TRICARE Dental Program (TDP). Request for establishment and resourcing of dental HBAs have been present to the TMA but have yet to receive favorable action. Currently, the TAO-E is working with the TRICARE Service Centers to educate and train the Benefit Coordinators (BAC0s and Health Benefits Advisors (HBA)s about the TDP. They have also been provided with telephone TDP training as well as reference materials and printed guidance to assist with their knowledge and information concerning the TDP. In addition, TDP training will be a part of all future HBA and BCAC training forums. Front desk personnel who work with Dental Treatment Facilities within the Europe Regional Dental Command are also being trained on the TDP and provided references material to assist with answering basic questions. SME recommended issue stay

active and continue to refine the strategies for providers complying with billing procedures and training

Health benefits advisors on the TDP; however SME advised eliminating all pre-pay costs for beneficiaries is not an attainable recommendation. There are certain procedures that have a “cost-share” associated with them that beneficiaries must pay for (i.e. crowns, implants). DCG asked that better information about the TDP be provided to Soldiers when they arrive in country and that the “hassle factor” be eliminated, specifically that Health Benefits Advisors need to provide customer orientation for Soldiers and Family members.

### **Feb 09 Update:**

1. The TRICARE Management Activity (TMA) has contracted with Science Applications International Corp. (SAIC) to provide a dentist to go out to all of the listed host nation dental providers in Europe in order to verify their credentials and to attempt to recruit the dentists as “TRICARE OCONUS Preferred Dentists” (TOPD). “Preferred Dentist” sign an agreement with the contractor United Concordia Companies Inc. (UCCI), stating that they will field claims directly with the contractor, and that they will only require upfront payment for dental procedures that have a cost share that is due from the patient. These “Preferred Dentist” are made aware of and use standardized procedures for filing claims and cost pre-determinations with the TRICARE Dental Programs (TDP) contractor, UCCI.

SAIC was given the contract in August 2008, and we currently have a dentist who is accomplishing visits and certification reviews for all of the 560 listed dental offices in the European AOR. A complete review and ongoing effort to recruit “Preferred Dentist” will take place over the next two years.

Interim ECD: Jan 2010, for the recruitment of 160 Preferred Dentists. ECD: Mar 2011, For the complete review and certification of all listed dental providers and the recruitment of 200 Preferred Dentists in the European AOR.

2. TMA and other funding sources have declined requests to fund specific Dental

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Health Benefits Advisors within each military Dental Treatment Facility (DTF). However, the ERMC Commander, has directed that all TRICARE Service Centers (TSC)s should be aware of and capable of giving guidance and instructions regarding the various aspects of the TRICARE Dental Program (TDP) to our TRICARE beneficiaries. The ERDC Commander further directed that all European Army DTFs be aware of and willing to provide guidance and instructions regarding the various aspects of the TDP to the TRICARE beneficiaries. In addition, they have implemented a four pronged approach to assisting TDO beneficiaries which encompasses the TSCs, the DTFs, the TRICARE AREA Office-Europe Dental Department, and the TDP web sit at [www.tricare dental program.com](http://www.tricare dental program.com). These four sources are responsible for getting TDP information to military Family members and active duty Soldier. In addition, all incoming personnel are briefed on the TRICARE Medical Program and TRICARE Dental Program during incoming orientations. EDC: Jan 2010, this solution to implementing and improved upon throughout the coming year.

3. Eliminating all pre-pay by beneficiaries had been accomplished. Families have never had to pre-pay for dental care at civilian provider offices. However, in some instances they have had to pay for care at the time of service, which is not pre-paying. However, to preclude the need for paying for care at the time of service we have instituted the "TRICARE OCONUS Preferred Dentist" program which will require that the providers file the dental claim directly with the insurance company, and not change for care at the time of service, except when there are patient cost shares involved in the treatment of the patient.

We currently have 120 "Preferred Dentists" in the European AOR who are our primary Army Communities throughout Germany and Italy. UCCI currently reports that 81% of the claims they pay in overseas areas come directly form the dentists.

ECD: Jan 2010, For a 90% payment rate directly to dental providers.

Additional Information: The Enhanced-Overseas TRICARE Retiree Dental Program (TRDP) was brought overseas in Oct 2008 and it has been implemented by Delta Dental of California. It is a premium based dental insurance program and patients may go to any dental provider of their choice, they pay for the care, and then file the claim directly with Delta. Premiums for this program are significantly higher due to the fact that the government pays 60% of the premium cost for the TDP.

Additional Information: Currently about 35-40% of the care given in our military dental clinics is given to military Family members. However, the availability of this care is not consistent due to the need for the military clinics to prioritize care for active duty members due to the high rate of deployments, and a lessening of dental resources in our military clinics. Therefore, we recommend that all family members be enrolled in the TRICARE Dental Program (TDP) due to the fact that Family members will often need to go out to civilian health care providers for their dental care and need.

**i. Lead Agency.** TRICARE Area Office-Europe

### **EUR 07-12: Military Spouse Preference (MSP) for Widowed Spouses.**

**a. Status.** Active

**b. Entered.** AFAP Apr 07

**c. Final action.** No (Update Jun 07)

**d. Subject area.** Employment

**e. Scope.** Many spouses leave federal employment when their Soldiers retire/die. According to Defense Civilian Personnel Manual Chapter 1800 and Priority Placement (PPP) Operational Manual, these spouses are not eligible to sue spouse preference when applying for federal jobs. All retiring and/or relocating military are given retirement/travel orders. Permanent changes of station spouses lose their only other source of income as a result of the retirement/death of their soldier.

**f. Recommendation.**

1. Authorize spouse of retired or deceased personnel to qualify for spousal preference in the hiring process.

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2. Develop policies and procedures to implement spousal preference opportunities for spouse of retired or deceased personnel.

**g. Progress.** The Department of Defense established military spouse preference specifically to assist spouses in obtaining employment when they are required to move due to the PCS of their military sponsor. Allowing spouses to have their military spouse preference reinstated may be viewed as “double dipping” and giving them an advantage over the intended primary recipients of this preference, i.e., the newly arrived spouses who PCS with their military sponsors to a new area.

Discussion:

a. DOD Instruction (DODI) 1400.12, Employment of Spouses of Active Duty Military Members Stationed Worldwide, establishes the policy for Military Spouse Preference.

Recognizing the hardship that frequent military moves impose, DOD sought and obtained legislation granting priority in seeking employment to spouses who accompany their military spouse/sponsor on a PCS move. This legislation is P.L. 99-135, “DoD Authorization Act,” November 8, 1985, Section 806, “Employment Opportunities for Military Spouses,” as amended (10 U.S.C., Section 133 Note).

b. The policy is designed to help the spouse who may have left a job simply because the active duty sponsor was required by the military to make a PCS move. With more job seekers than jobs, the military spouse preference can be very helpful in getting a job. To grant spouse preference to an individual who is no longer a “spouse” may be viewed as granting an advantage that should be reserved for those who are the supposed primary benefactors of the law and who had to move with their sponsor.

Spouse preference can be granted only in conjunction with a PCS move. In granting this preference, DODI 1400.12 specifically excludes a PCS move that is in conjunction with the retirement or separation of the military member. A legislative change would

be necessary to implement the proposed retention of military spouse preference.

**Jun 07 Update:** This issue was discussed at the May 2007 General Officer Steering Committee Meeting after the Army in Europe conference. This issue has been combined with other MSP issues and is entered into the DA AFAP.

### **EUR 08-01: Mandatory Newcomers Orientation for Spouses.**

**a. Status. Closed**

**b. Entered. AFAP May 08**

**c. Final action July 08**

**d. Subject area. Family Support**

**e. Scope.** Community outreach problems arise due to the lack of information awareness for incoming Spouses to IMCOM-E locations. Although programs are available, they are not being fully utilized. The lack of attending voluntary programs leads to miscommunication, disinformation, rumors and lack of self sufficiency. This causes undue stress and strain on Family Readiness Groups (FRG), Families, the units, and the Service Member.

**f. Recommendation:** Establish a mandatory, military-sponsored incoming brief for Spouses relocated to any European Command location.

**g. Progress.**

1. Validation:

a. IAW AR 600-8-101 (Personnel, Processing, In, Out, Soldier Readiness, Mobilization and Deployment Processing), paragraphs 1-6d. (5) and 2-2.c, spouses will be “encouraged” to attend orientation briefings during in-, out-, Soldiers readiness, mobilization, and deployment processing. Additionally, AER 612-1, paragraph 9.a., states that all spouses will be given the opportunity to in-process and attend scheduled information briefings with their sponsors and, in some cases, separate from their sponsors (for example, through the ACS Family Learning About Germany (FLAG) program).

b. IAW AER 612-1, paragraph 9.b., a community-welcome-coordinator position will be established in each community. This coordinator, working with the Central

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Processing Facility (CFP), will ensure all spouses are properly greeted and will serve as the POC for questions and assistance.

c. As minimum, the following briefing will be made available to spouses:

- (1) ACS; morale, welfare, and recreation (MWR); Family readiness groups (FRGs); and Armed Forces Recreation Center (AFRC).
- (2) Defense Eligibility and Enrollment Reporting System (DEERS).
- (3) Drivers Orientation
- (4) Finance (military pay)
- (5) Housing
- (6) Installation Access Control System (IACS)
- (7) Medical; dental; TRICARE; and Women, Infant and Children (WIC) Programs
- (8) School and Child and Youth Services (CYS)
- (9) Transportation

d. Community coordinators highly encourage all spouses to attend the aforementioned briefing and other available community outreach programs. The Army regulation does not make an exception to force spouses OCONUS to attend the in-processing briefing and other outreach programs.

e. Before seeking such an exception to policy, a determination must be made as to which of the briefing should be mandatory and the specific purpose to be achieved by doing so. The stated reason for spouse attendance in Army in Europe Regulation (AER) 612-1 (Community Central In and Out Processing) is "to ensure that the spouse gets a favorable first impression of the host nation and the community of assignment". This is not a sufficient reason for Department of the Army to create a mandatory requirement.

Examples of mission purposes that may be a sufficient reason to make a briefing mandatory would be safety, security, and compliance with HN laws which apply to persons accompanying US Forces and the civilian component. Furthermore, consideration must be made as to what enforcement mechanism is to be used and to ask that it be part of the policy exception. These matters were considered in publishing AER 612-1 and voluntary participation is deemed appropriate.

**h. Staff Position:** AR 600-8-101 and AER 612-1 currently have procedures in place to encourage Spouses to attend in-processing briefings. Before attempting to make in-processing briefings "mandatory" for spouses we must first consider best options to strongly encourage and persuade the spouse and or their Sponsor that the spouse really needs to attend and why they must. One Example might be a letter from the Soldier's immediate commander (or his/her spouse) stressing the importance of these briefings and saying that he/she expects to see the spouse there. Absent some attempt at increasing the degree of encouragement, it is unlikely that an exception to policy will be granted.

Jul 08 Update: SME suggested that USAG central processing facilities should re-vitalize the spouse in-processing program and highly encourage spouse to attend. IMCOM-HR will follow-up on this suggestion with the garrisons.

**i. Lead Agency.** IMCOM-E HRD

### **EUR 08-02: DoDDS Educational Preschool for all Beneficiaries**

**a. Status.** Unattainable

**b. Entered.** AFAP May 08

**c. Final action** July 08

**d. Subject area.** Education

**e. Scope.** Currently there is not an educational preschool available in DoDDS besides Sure Start and Developmental Preschool. Preschool has been shown to have positive effects on future school performance for all children, regardless of income, cognitive, physical and social development. With the onset of "No Child Left Behind", preschool has emerged as an important strategy to increase school readiness and improve student achievement in elementary school and beyond.

**f. Recommendation:** Establish an educational preschool within the existing DoDDS framework, available to all children of appropriate age.

**g. Progress.** Action on this recommendation is beyond the scope and authority of DoDDS-Europe and the Department of Defense

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Education Activity (DoDEA). It represents a significant change to DoDEA's legislative and regulatory authority. The primary recommendation of establishing "an educational preschool within the existing DoDDS framework," is problematic because the existing DoDDS framework, facilities, manpower, and financial resources, are not capable of absorbing the 4-year old cohort in overseas communities. (est. 2,500+ in Europe alone). Creating a DoDEA pre-school will require consideration and eventual authorization at the Secretary of Defense (OSD) level and a DoD Program Based Budget decision action initiated at the EUCOM/PACOM level in coordination with the DoD Comptroller and the OSD. Due to the potentially high cost associated with this and based on past experience, DoDEA anticipates that the budget of each of the major services would be offset to fund this initiative. Justification for this expansion of DoDEA responsibility would also requires a satisfactory analysis which compares the capabilities and benefits of existing CDS programs with a proposed DoDEA Universal Pre-School Program. SME further advised that pre-kindergartens are not a state educational requirement nor does current research support pre-kindergarten programs as an educational necessity.

**h. Lead Agency.** DoDDS-Europe

### **EUR 08-03: Awareness of the AFTB Program**

**a. Status.** Closed

**b. Entered.** AFAP May 08

**c. Final action** July 08

**d. Subject area.** Family Support

**e. Scope.** Many Soldiers are unaware that the AFTB program exists. Due to the high operational tempo, Soldiers are being overloaded with information during in-processing and therefore are not retaining or utilizing this information regarding the AFTB program. The knowledge provided by AFTB would enhance the personal growth and development of our Soldiers and Army Families worldwide.

**f. Recommendations:**

1. Mandate the AFTB program as a command priority.
2. Require incoming Soldiers to receive a standardized unit commanders AFTB in-brief.
3. Implement a monitoring and tracking system to track the completion of each Soldier's in-brief.

**g. Progress.** The AFTB is an official Army program developed to meet the educational needs of Army spouses and Family members and provide them with skills and knowledge to enhance personal a Family readiness. The AFTB curriculum is available to students in a comprehensive curriculum or in "concept blocks" of classroom instruction. Students may also elect to take training on line.

The AFTB program manger located at the Garrison ACS center is required to inform Commanders and all military community members about AFTB through a command education program. Commanders may schedule AFTB classes for Soldiers and unit training at their discretion. Soldier may attend all or part of any AFTB program and also take advantage of the online Level training. Promotion points may be awarded for completion of AFTB Level 1 classroom instruction. Army in Europe Command Policy Letter 12, dated 18 April 2006, stated Information on AFTB must be included in noncommissioned officer (NCO) and officer professional development (NCOPD/OPD) and that NCOs and officers will attend an AFTB overview to become fully aware of what the AFTB program has to offer. Additionally, AER 350-1, stated that AFTB training will be conducted during Soldier in-processing. The individual training records (ITRs) that units are required to maintain for all Soldiers are weapons qualification scores, physical fitness test scorecards, and records of individual AT/FP training and area briefings. IMCOM-E supports unit commander in determining their unit's annual training requirements. IMCOM-E ACS concurs with the development of a standardized AFTB orientation briefing for Soldiers during in-processing and will coordinate with IMCOM-Europe HR.

**h. Lead Agency.** IMCOM-E ACS

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### EUR 08-04: Dislocation Allowance Entitlement (DLA) for Honorable Discharged Service Members

**a. Status. Unattainable**

**b. Entered. AFAP May 08**

**c. Final action July 08**

**d. Subject area. Force Support**

**e. Scope. :** Existing policy does not authorize DLA for all Soldiers separating from the military. Currently, only PCSing Soldiers are authorized DLA. Giving Soldiers DLA upon separation will assist with their transition.

**f. Recommendation:** Amend Joint Federal Travel Regulation (JFTR) to authorize DLA entitlement to separating Soldiers.

**g. Progress.** On 18 June 08, USAREUR G1 coordinated with Army G1, Compensation Entitlement Division. Issue was to the service representatives at the Per Diem Travel and Transportation Allowance Committee bi-monthly meeting. The other services were not supportive because of the cost and previous failed attempts to enter similar initiative into the Unified Legislative Budget.

**h. Lead Agency.** USAREUR G1

### EUR 08-05: Joint Voluntary Leave Transfer Program (VLTP) for Non-Appropriated Funds (NAF) and Appropriated Fund (APF) Employees

**a. Status. Closed**

**b. Entered. AFAP May 08**

**c. Final action July 08**

**d. Subject area. Employment**

**e. Scope. :** Under the current parameters of the Employee Leave Program a qualified employee can only receive leave donations from employees within the same pay program (APF to APF or NAF to NAF), despite the facts that both pay systems are run by DFAS and that many organizations employ both APF and NAF, employees (i.e. FMWR). This has a considerable negative effect on employees, especially those in mix funded teams, who are in need as leave donations due to a medical condition. It also negatively impacts the team feeling within organizations.

**f. Recommendation:** Make it so that NAF and APF are compatible in the leave donation

program because an employee is a federal employee regardless of which system they are in.

**g. Progress.** Significant revision to or development of new AF and NAF payroll systems would be required. The current payroll, employee leave allocation, and employee donation systems are incompatible. Legislative change would also require as NAF employees are not covered by the current definition of "employee" for the purpose of most Title 5 civilian and personnel laws, including leave laws. Additionally, coordination with other service components and agencies with NAF employees would be required.

**h. Lead Agency.** G1-CPD

### EUR 08-06: Family Readiness Support Assistant (FRSA) Position

**a. Status. Completed**

**b. Entered. AFAP May 08**

**c. Final action July 08**

**d. Subject area. Family Support**

**e. Scope. :** FRSA's lack sufficient knowledge, information, and training about resources to support Family Readiness Groups (FRGs). Training is recommended, but not required. This results in information not being effectively communicated to the FRGs causing Soldiers and Family members to make uninformed decisions that create stress and unwarranted issues.

**f. Recommendation:**

1. Require standardized training for FRSA's Army-wide.
2. Require all FRSA's to complete classroom or online Army Family Team Building (AFTB) Levels 1-3 within 90 days.
3. Establish hands-on training to include a broad knowledge of local community resources.

**g. Progress.** F&MWRC is developing standardized training and a position for FRSA's, and facilitator's guide for the standardized training is being staffed ( included in the guide are the requirements to complete Army Family Team Building levels 1 and 2, Online Rear Detachment Commander Training, and FRG Volunteer

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Leader Training within the first 60 days employment). When completed, the F&MWRC training will become the Army standard and will be available for all relevant personnel at [www.myarmylifetoo.com](http://www.myarmylifetoo.com). Once training requirements are published by DA, USAREUR G1 will author a policy letter prescribing the training with any additional USAREUR requirements. A standard IDP for FRSAAs would eliminate supervisory flexibility to consider the unique education and skills each FRDSA may already possess. USARUER G1 FRSA Program Manager is available to aid commander in developing IDPs.

**i. Lead Agency.** MPPD, G1

### **EUR 08-07: Utility Entitlements for DOD Personnel in Off-Post Housing OCONUS**

**a. Status.** Unattainable

**b. Entered.** AFAP May 08

**c. Final action** July 08

**d. Subject area.** Force Support

**e. Scope.** Fluctuations in oil prices are not reflected on a monthly basis for homes using heating oil. There are other reimbursement/subsidized programs (i.e. POV fuel) that are adjusted monthly and result in more accurate reimbursements. Infrequent adjustments for heating oil reimbursement leads to undue financial hardships for US personnel.

**f. Recommendation:**

1 – Increase frequency of adjustments of utility compensation to monthly.

2 – Subsidize heating oil similar to fuel cards/coupons

**g. Progress.** SME advised that the need and habits of Families' utility rate usage would need to be taken into consideration along with HN utility company rate fluctuations, COLA and the exchange rate. SME advised that issue had been sent to the Military Advisory Panel for initial review and a non-favorable response anticipated. SME recommended that command emphasis be placed on ensuring all eligible recipients complete the on-line surveys and provide accurate information which in turn would help to determine OHA re-imbursements. DCG director that USAREUR G1 summarize

the ideas proffered by the SME into an education packet for Soldier and Families and to draft a memo to the EUCOM J1 to request the OHA survey be completed at least twice a year.

**h. Lead Agency.** USAREUR, G1

### **EUR 08-08: Travel for Outside Continental United States (OCONUS) Children Blended of Families**

**a. Status.** Unattainable

**b. Entered.** AFAP May-08

**c. Final action** Feb 09

**d. Subject area.** Family Support

**e. Scope.** The cost of airfare prohibits international visitation. Children separated from a parent because of overseas duty assignments experience a waning of parental relationship because of communication difficulties and a decrease in the strength of their bond with the separated parent. This impacts the morale of the entire Family.

**f. Recommendation:**

1 – Authorize twice a year round trip airfare to a CONUS point of entry for OCONUS children of blended Families and one guardian.

2 – Grant one additional trip for each dependent child, with guardian, of a service

**g. Progress.** To authorize an annual around trip flight to a CONUS point of entry for OCONUS children of blended Families will require the support of all service. USAREUR G1 has coordinated with Army G1, Compensation and Entitlements Division to determine the feasibility of the Per Diem Travel and Transportation Committee favorable consideration of this request and is awaiting response.

**Feb 09 Update:** Implementing this recommendation requires a legislative proposal to obtain the authority. To be successful in obtaining the legislation, the Army would have to obtain the support of the other Services.

USAREUR G1 coordinated with Army G1, Compensation and Entitlements Division to have this proposal brought before the Per Diem Travel and Transportation Committee for consideration.

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The proposal was presented at the Per Diem Committee meeting 29 Jul 08, however the other services did not support.

**h. Lead Agency.** USAREUR, G1

### **EUR-08-09: Obstacles to Specialty Care in Army Medical Treatment Facilities**

**a. Status.** Active

**b. Entered.** AFAP May 08

**c. Final action** Feb 09

**d. Subject area.** Medical

**e. Scope.** The long distance traveled to Landstuhl for special medical appointments creates unnecessary hardship. With provided transportation, it is a minimum one week of travel and not all appointments are lengthy or need to be in person. There are 800 -1,100 patients transported from Vicenza to LRMC per year. It costs approximately \$560.00 per Soldier (more for family members) for each trip in addition to approximately \$215,000.00 per year for provided bus transportation. This affects family members who must be separated for a period of time and unit productivity due to the loss of manpower.

**f. Recommendation:**

1. Establish regional MSMOs
2. Establish a long-distance communication plan (i.e. Tele-Health, Tele-Medicine and Video Teleconference) for meeting with Specialty Care Providers.
3. Centralize referral management.

**g. Progress.** Landstul is realigning activities and functions focused on improving services, there are many strategies required to accomplish the conference recommendations: consulting TRICARE Multi-Service Market Office feasibility analysis for Europe, developing referral management guidelines on implementation of clinical support agreements, negotiating partnership programs, supplemental care, and resources sharing agreements are just a few.

**Feb 09 Update:** Communication with TRICARE Europe is on-going to establish the feasibility of a Multi-Service Market Office in Europe.

LRMC specialty clinics Capabilities Report is communicated to AHCs, 435<sup>th</sup> MDS, and ERM. Current business planning process is

determining potential capacity and unmet Demand.

LRMC specialty clinics are given the ROFR prior to Ramstein patients being sent on the economy specialty care. Telemedicine is currently being implemented at in approximately eleven clinics. TRICARE Overseas Partnerships and Host Nation Partnerships are being developed to improve primary care access and offer additional sub-specialty services. TRICARE benefits and access information/articles are communicated in local and regional media. Referral Coordination Service is established for executive medicine and non-CHCS supported locations.

**h. Lead Agency.** ERM/ TRICARE

### **EUR 08-10: Exceptional Family Member Program (EFMP) Screening for Special Needs Children**

**a. Status.** Active

**b. Entered.** AFAP May 08

**Forwarded to DA AFAP** Jan 09

**c. Final action.** No (Updated Feb 09)

**d. Subject area.** Medical

**e. Scope.** The Exceptional Family Member Program (EFMP) screening process confirms the necessity of medical and educational services but does not account for the availability of special needs children. Many military communities do not provide this service. Families are being sent to locations where they cannot receive childcare for special needs children. By incorporating assessment of special needs childcare into the EFMP screening process, Soldiers with special needs children will be provided the same availability for childcare needs as all Soldiers and enable them to be properly assigned and mission ready.

**f. Recommendation.** Amend the Exceptional Family Member Program (EFMP) screening process to include special needs children.

**g. Progress.** Issue has already been addressed at the IMCOM-Europe EFMP Work Group and Oversight Committee. (Unattainable at Regional Level).

Additional Regional Child and Youth Services personnel would be required to screen and

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make recommendations for Family travel, and services may be determined to not be available and a denial of Family travel would occur. This would require significant changes to AR 608-75.

Completing the Special Needs Accommodation Process review prior to arrival at the gaining installation can set up expectations by the parents that childcare issues will be resolved prior to their arrival.

**i. Lead Agency.** ERMCM

### **EUR 08-11: Wounded Warrior Spouse Preference (WWSP)**

**a. Status.** Closed

**b. Entered.** AFAP May 08

**Forwarded to DA AFAP Jan 09**

**c. Final action.** No (Updated Feb 09)

**d. Subject area.** Employment

**e. Scope.** : Provide job security for spouses of wounded or deceased service members who are hired using Military Spouse Preference. They lose their position when service member leaves active military status once wounded or deceased. During this time of transition, job security will provide the spouses with a positive outlook of their future.

**f. Recommendation:**

Establish an employment preference for spouses of wounded warriors effective upon the discharge of their service members.

**g. Progress.** USAREUR has already submitted a proposal that spouses be allowed to remain on a Family member appointment up to two years when their military sponsor has been killed while in support of military operation and the Global War on Terrorism. A legislative change is required to authorize converting a Family member appointment to career status in their current position.

**Feb 09 Update:** Presidential Executive Order signed.

**h. Lead Agency.** USAREUR G1, CPD

### **EUR- 08-12: Appropriated Funds for Better Opportunities for Single Soldiers (BOSS) Programs**

**a. Status.** Closed

**b. Entered.** AFAP May 08

**Forwarded to DA AFAP Jan 09**

**c. Final action.** No (Updated Feb 09)

**d. Subject area.** Force Support

**e. Scope.** The BOSS program is not sufficiently or consistently funded. In accordance with AR 608-06-1, money raised by BOSS does not roll over to next fiscal year. Constant financial concerns frustrate BOSS volunteers and leadership, reduces consistency of events which place the program at risk.

Army statistics indicate more than 49% of today's Soldiers are single and that number is projected to increase. Failing to dedicate fenced appropriated funds to this program puts its future at risk and impacts the quality of life for the Army's largest demographic.

**f. Recommendation:** Allocate BOSS program money separate from MWR. Allow BOSS program to carry over self-raised funds at the end of the fiscal year.

**g. Progress.**

1. Validation.

PER AR 215" Better Opportunities for Single Soldiers (BOSS) is a Category B activity, authorized APF support. The BOSS program is not intended to be nor designed as a revenue producing activity. Revenue generated by BOSS is intended for the member benefits or for investment in community service projects that improve the Quality of Life at the Garrison or foster positive relationships between the Garrison and the local civilian community.

a. The accounting for Army NAF follows the Generally Accepted Accounting Principals (GAAP). At the fiscal year end (30 September), NAF income and expense balances are moved to retained earnings on the Balance Sheet. This is a standard bookkeeping entry that does not affect the cash in the bank. At 1 October, the opening income and expense balances on the Income Statement are set back to zero. This is why we hear, "at the end of each fiscal year all income and expenses of the BOSS activity lose their identity."

b. MWR programs managers through the FMD provide input using the Annual Operating Budget (AOB) and Capital Purchases and

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Minor Construction (CPMC) budget process, then make overall funding decisions based on the total resources available. To assist with competing for NAF funding in the new FY, the BOSS programmer needs to develop a "Sub-Ledger" to track the on-going financial transactions of the various BOSS activities (ask for assistance from the FMS for setting up and maintaining a "Sub-Ledger" record). The Sub-Ledger will aid in determining what activities were most financially successful, and will make it easier to budget future activities. The sub-ledger record should be reconciled monthly with the MWR fund's BOSS income statement (Department Code 9F). Although a Sub-Ledger does not guarantee an automatic approval to sue last year's money in the next fiscal year, it could be a big help when justifying funding for activities using the BOSS money earned and unspent from the prior fiscal year.

**h. Staff Position.** IMCOM Garrison BOSS program managers will maintain the described sub-ledgers. In addition, IMCOM garrison will ensure that funds are available for use by BOSS in instances where Boss fund raising events occur in one fiscal year, but the expenditure is planned for/budgeted to occur in the next fiscal year. Finally, the best way to maintain and make use of BOSS NAFs is to strive for a realistic/detailed budget coupled with on target budget execution. Rather than requesting that BOSS NAFs be "fenced", think in terms of planning, budgeting and executing your budgeted activities.

**July 08 Update:** This issue was submitted to the HQDA AFAP conference, scheduled for 25-29 January 2009 in Alexandria, Virginia. At present no further action is required in USAREUR.

**Feb 09 Update:** This issue was prioritized and entered into the DA AFAP.

**i. Lead Agency.** IMEU-MWD-R

### **EUR 08-13: No Cost Meals for Breastfeeding Mothers of Hospitalized Children**

**a. Status.** Active

**b. Entered.** AFAP May 08

**c. Final action** Feb 09

**d. Subject area.** Family Support

**e. Scope.** AR 40-3 limits meal trays to inpatient feeding only. Breastfed children rely on breast milk for nutrition. The diet of the mother directly affects milk production. Mothers of breastfed inpatient children do not receive a meal tray.

**f. Recommendation:**

Amend AR 40-3 to allow breastfeeding mothers to receive no cost meal trays.

**g. Progress.** This issue is being worked at DA and OTSG. A request to change AR 40-3 was submitted in Apr 08 by the ERM

Commander to the Office of The Surgeon General (OTDG). AAFES vouchers (\$10.00 food gift certificates donated to the Chaplains' Office) may be used at AAFES Food Courts or Shoppettes but not at hospital dining facilities. There is no limit on how many food certificates are issued to a mother who is breastfeeding a hospitalized child.

**Feb 09 Update:** CG wants this issue to remain open until we receive information from OTSG that this regulation has been changed.

**h. Lead Agency.** ERM

### **EUR 09-01: Lack of Standardization within the Army Weight Control Program**

**a. Status.** Closed

**b. Entered.** AFAP June 09

**c. Final action** Jul 09

**d. Subject area.** Force Support

**e. Scope.** The current implementation of the AWCP, as outlined in Army Regulation 600-9, is inconsistent due to the lack of standardized training. Irregularities often occur, especially relating to body fat measurements. The lack of mandatory standardized training often contributes to inconsistent execution of the AWCP at the unit level, creating discrepancies from unit to unit.

**f. Recommendation:** Create mandatory training for a command designated unit level AWCP manager with annual recertification

**g. Progress** The steering committee members stated that the weight control program is a commanders program and commanders are responsible for effective implementation. The regulation has

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guidelines to follow, with diagrams on proper procedures. This issue is closed with no action taken.

**h. Lead Agency.** USAREUR G-1

### EUR 09-02: DoDDS School Student Lunch Period

**a. Status.** Closed

**b. Entered.** AFAP June 09

**c. Final action** Jul 09

**d. Subject area.** Education

**e. Scope.** The National Standard for a twenty minute minimum lunch period that Department of Defense Dependent Education Activity schools (DoDEA) follow is inadequate.

Students quickly eat, are unable to complete their meals, and are often rushed through the cafeteria. This promotes unhealthy eating habits and creates potential safety hazards.

**f. Recommendation:** Provide no less than 20 minutes of actual seated eating time during the lunch period for Department of Defense Dependent Schools (DoDDS) students to consume their lunches, regardless of space and staffing constraints.

**g. Progress.** Currently, student lunch period is between 30-40 minutes. However, during that time students have to stand in line, find a seat and may not have ample time to eat. The DoDDS representative stated that it is difficult to dictate how long a lunch period should be based on the many individual school layouts. The Steering Committee believes this issue is best resolved at the local school level and thru the European Schools Council (ESC). This issue is closed to AFAP and will be worked in the ESC.

**h. Lead Agency.** DoDDS Europe

### EUR 09-03: DoDDS Academic Policy for Interscholastic and Extra-Curricular Student Athletes

**a. Status.** Closed

**b. Entered.** AFAP June 09

**c. Final action** Jul 09

**d. Subject area.** Education

**e. Scope.** A student athlete is still allowed to compete in games when receiving a failing grade (F). The current DoDDS policy is not motivating student athletes to maintain

passing grades, if they are still allowed to compete while receiving failing grades. Giving student athletes consequences makes them more responsible for their own actions and provides motivation for receiving passing grades.

**f. Recommendation:** 1. Amend the current DoDDS policy to require a 2.0 Grade Point Average (GPA) with no current failing courses for eligibility in interscholastic and extra-curricular activities.

2. Allow exceptions for students with "special needs" at the discretion of the principal.

**g. Progress.** The current policy is about 5 years old. Each year there is a move to make it more stringent but this fails as many parents feel the current policy is sufficient. The Steering Committee believes this issue is best resolved at the European Schools Council (ESC) as policy changes would have to be agreed upon by all services and would apply DoDDS-E wide. This issue is closed to AFAP and will be worked in the ESC.

**h. Lead Agency.** DoDDS Europe

### EUR 09-04: Improvements for Communal Kitchens

**a. Status.** Unattainable

**b. Entered.** AFAP June 09

**c. Final action** July 09

**d. Subject area.** Force Support

**e. Scope.** Kitchens in OCONUS barracks are frequently substandard for quality meal preparation. Some installations do not have Dining Facilities or hours may not be sufficient, requiring Soldiers to cook their own meals. Communal kitchens in the barracks are equipped with a sink, stove/oven and countertop. However some of these kitchens are nonfunctional or do not exist on each floor. Substandard kitchens leave Soldiers with limited meal preparation options, negatively influencing proper dietary requirements and Soldiers' health.

**f. Recommendation:** 1. Equip all barracks with one communal kitchen per floor, furnished with a stove/oven, refrigerator, countertop, microwave and sink. 2. Provide communal kitchens in barracks at enduring

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and non-enduring garrisons not scheduled to close within six months.

**g. Progress** The 1+1 barracks standard specifically prohibits communal kitchens. Under the standard, each barracks room has a kitchen making communal kitchens redundant. The Steering Committee recommended this issue be closed as unattainable.

**h. Lead Agency.** IMCOM-E PWD

### EUR 09-05: Same Day Hourly Childcare for Military Communities

**a. Status.** Closed

**b. Entered.** AFAP June 09

**c. Final action** July 09

**d. Subject area.** Family Support

**e. Scope.**

**f. Recommendation:** Establish hourly child care slots specifically available for same day reservations.

**g. Progress** Currently, garrison commanders have the latitude to determine hourly care needs for their community. The regulation specifies a minimum level of hourly care only. The Steering Committee recommended this issue is best addressed at the local level and that it be closed.

**h. Lead Agency.** IMCOM-E CYSS

### EUR 09-06: Centralized Army Lodging Web Based Reservation System for Customers

**a. Status.** Complete

**b. Entered.** AFAP June 09

**c. Final action** July 09

**d. Subject area.** Family Support

**e. Scope.**

**f. Recommendation:** Create a centralized Army Lodging web-based reservation system for customers.

**g. Progress** The Army is testing a new web based system currently in use by the Air Force and Navy lodging operations. The system will be tested in Stuttgart in 4<sup>th</sup> quarter FY09. Upon completion of testing, it will be fielded army wide. This issue is closed as completed.

**h. Lead Agency.** IMCOM-E MWR

### EUR 09-07: After Hours Private Rental Housing Emergency Assistance for OCONUS DOD Personnel

**a. Status.** Active

**b. Entered.** AFAP June 09

**c. Final action** July 09

**d. Subject area.** Force Support

**e. Scope.**

**f. Recommendation:** Establish an OCONUS wide after duty hours emergency assistance service for private rental housing issues, based on the current Italian model.

**g. Progress** Personnel who reside off post in private rentals who do not speak the same language as their landlord are unable to communicate when something in the home breaks after duty hours. In Italy, there is a phone number to call for assistance. Under the IMCOM common levels of support, there is no provision to provide 24 hour service lines. The steering committee asked if the other services in Europe had an assistance line. Many suggestions were given for a way to provide service. The Steering Committee recommended this issue stay active and IMCOM-E will continue to work.

**h. Lead Agency.** IMCOM-E PWD

### EUR 09-08: OCONUS Warrant Officer Candidate School (WOC) and Officer Candidate School (OCS) TDY with Return

**a. Status.** Active

**b. Entered.** AFAP June 09

**c. Final action** July 09

**d. Subject area.** Force Support

**e. Scope.** Family members whose Sponsor attends WOCS and OCS while TDY-en-Route from an OCONUS duty station maintain their OCONUS logistical support at the duty station for no more than 90 days after the Soldier's departure. Periods over 90-days require a request for exception to policy as described in Army Europe Regulation (AER) 600-700, Table 11-1, to the NATO/SOFA Office (ECJ1-CEA-NS), Office of the Provost Marshal, Headquarters United States Army Europe. Without an exception to policy, which is not an option afforded by every sponsoring agency, Families frequently undergo multiple relocations often at their own expense. If the

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orders authorize TDY with return, the spouse maintains logistical support at the duty station during the TDY, allowing Families to remain stabilized.

**f. Recommendation:** Authorize TDY with return to originating duty station for all OCONUS WOC/OCS candidates.

**g. Progress** Currently, WOC and OCS candidates are not able to leave their family OCONUS while they are in school due to SOFA regulations. However, there is a provision to request extension of SOFA benefits and to date all requests have been granted. In contrast, students at a stateside base are able to leave their dependents at their base and return after successful completion of school to pick up dependents and move to next station. In order for OCONUS students to be allowed to attend TDY and return, the regulation must be changed. G1 has requested this change.

**h. Lead Agency.** *USAREUR G-1*

### **EUR 09-09: School Based Summer Resources for OCONUS Students with Special Needs**

**a. Status. Active**

**b. Entered. AFAP June 09**

**c. Final action July 09**

**d. Subject area. Healthcare**

**e. Scope.** School-aged children with special needs receive their needed therapy (i.e. speech therapy, OT, & PT) through the Department of Defense Dependent Schools (DoDDS) program during the school year based upon their Individual Education Plan (IEP). Although DoDDS provides an extended school year, 97% of the students needing special therapies do not qualify due to stringent DoDDS Regulations. These students do not have the same community and privately run scholastic opportunities that are offered CONUS. Due to this absence of continued therapies/services, these children fail to progress and may lose much of the needed skills learned in the past school year because of this lack of opportunity for continued education.

**f. Recommendation:** Establish and implement school-based summer resources

for DoDDS students with an Individual Education Program (IEP) in order to provide continued educational and developmental services offered during the academic school year.

**g. Progress.** While there are programs for special needs students, eligibility is strictly regulated. All agreed that there needs to be a program for those special needs students who are not eligible so that their needs are met. IMCOM-E Child and Youth Services, DoDDS-E and ERMC will meet to determine way ahead.

**h. Lead Agency.** ERMC

### **EUR 09-10: Child and Youth Services (CYS) Child Behavioral Specialist Authorizations**

**a. Status. Active**

**b. Entered. AFAP June 09**

**c. Final action July 09**

**d. Subject area. Family Support**

**e. Scope.** Children in frequently deployed communities show increased and more severe behavioral issues. These children require consistent services. Lack of a permanent child specialist exacerbates the instability children in a military community experience

**f. Recommendation:** Establish an authorization on the CYSS manning document for a Child Behavioral Specialist.

**g. Progress.** Currently, behavioral specialists in CYS are here on a temporary 60 day basis. There are full time behavioral specialists in medical treatment facilities and some DoDDS-E schools. Discussion centered on whether the CYS is the correct place for a full time behavioral health specialist given need for parental consent for treatment, staffing levels, and privacy concerns. ERMC and IMCOM-E CYS will meet to discuss best location for behavioral health specialists in the community.

**h. Lead Agency.** *IMCOM-E CYSS*

### **EUR 09-11: Army Continuing Education System Education Counselor Authorizations**

**a. Status. Active**

**b. Entered. AFAP June 09**

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### **c. Final action July 09**

#### **d. Subject area. Force Support**

**e. Scope.** Decreased Educational Counselor authorizations, as reflected on the ACES Table of Distribution and Allowances (TDA), reduce the quality of education counseling available to Soldiers. In USAREUR, there are 42,000 Soldiers supported by five designated Education Counselors. Education Counselors assist Soldiers by providing valuable information for implementing a plan catering to the Soldier's specific needs in attaining promotions and career advancement. The existing Education Counselor to Soldier ration has reduced the quality and quantity of educational counseling services for Soldier's personal and professional development.

**f. Recommendation:** 1. Provide additional ACES authorizations for Education Counselors.

2. Authorize communities with increased Soldier population, due to USAREUR transformation, to absorb existing ACES TDA authorizations from closing Garrisons.

**g. Progress** Counselor authorizations continue to be cut across Europe. There is a tiger team examining this problem at this time. Preliminary suggestions of the team are to develop larger centers at larger communities and provide service to smaller communities using webcams and other technology. The tiger team's final recommendations will inform this issue's way ahead.

**h. Lead Agency.** IMCOM-E HR

### **EUR 09-12: Army Physical Fitness Test (APFT) Requirements for Retention and Reclassification of Current and Former Warrior Transition Unit Soldiers**

**a. Status. Active**

**b. Entered. AFAP June 09**

**c. Final action July 09**

**d. Subject area. Force Support**

**e. Scope.** Current and former WTU Soldiers are often unable to remain in the Army due to their inability to meet the APFT standards. In accordance with Training and Doctrine Command Regulations, WTU Soldiers who are medically unable to complete the required

aerobic APFT event are ineligible for reclassification and retention. Permanently waiving APFT requirements for WTU Soldiers allows them to continue to serve, retaining valuable leadership skills, experience and knowledge for the Army.

**f. Recommendation:** Permanently waive APFT requirements for retention and reclassification of current and former WTU Soldiers who cannot complete the aerobic portion.

**g. Progress** Soldiers who cannot pass the aerobic portion of the APFT are not retained in the Army. There is a process whereby Soldiers can reclassify into other specialties as necessary. However, the fitness requirement is separate. ERMC will relook issue to clarify problem statement.

**h. Lead Agency.** ERMC WT Battalion

### **EUR 09-13: Military Spouse Preference (MSP) Discretionary Use**

**a. Status. Active**

**b. Entered. AFAP June 09**

**c. Final action July 09**

**d. Subject area. Employment**

**e. Scope.** Spouses are not permitted to choose when and if they invoke their Military Spouse Preference (MSP) when applying for continuing (permanent) positions. During the application process, spouses are automatically listed as MSP eligible instead of being able to choose whether to invoke their MSP. When military spouses accept or decline their first job opportunity, MSP is lost. The inability to use MSP selectively restricts the financial and professional goals of military spouses.

**f. Recommendation:** Allow military spouses to choose when to invoke their MSP.

**g. Progress** Currently, a spouse can use their MSP only once. This is not the same as other preferences such as veteran's preference. The regulations surrounding this and implications if they are changed are very complex. Steering committee determined it was best to send to DA AFAP.

**h. Lead Agency.** AEAGA-CE

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### **EUR 09-14: Restricted Reporting of Sexual Assault for All DOD Identification Card Holders**

**a. Status. Active**

**b. Entered. AFAP June 09**

**c. Final action July 09**

**d. Subject area. Healthcare**

**e. Scope.** Military Family members, DoD civilians, and other DoD ID card holders are not afforded the opportunity for restricted reporting of sexual assault at Medical Treatment Facilities (MTFs). Under the Sexual Assault Prevention and Response Program (SAPRP) AR 600-20, Chapter 8, only Active Duty personnel retain the option of restricted reporting. Restricted reporting allows victims of sexual assault to seek medical care and counseling without opening a formal investigation. Restricted reporting may increase the likelihood of victims coming forward and reporting the incident.

**f. Recommendation:** Authorize restricted reporting of sexual assault for all DoD ID card holders seeking services at MTF to mirror the provisions within AR 600-20, Chapter 8.

**g. Progress** Currently, only military members are eligible for restricted reporting. This is a DA regulation. Steering committee members agreed that this was a great inequity between military and other DOD ID card holders. ERMC will also send request to change regulation to allow restricted reporting for all DOD ID card holders.

**h. Lead Agency.** FMWRC FFST ACS

